EXECUTIVE SELECTION: A METHOD FOR IDENTIFYING THE POTENTIAL EXECUTIVE

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THESIS

Executive Selection: A
Method For Identifying
The Potential Executive

by

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This research effort continues the investigation started by Leshko and Vosseteig (1975) in the utilization of situational stimuli to identify and measure executive capacity. Expanded hypothesis testing relating to the executive capacity indicators isolated by Leshko and Vosseteig was conducted. The data base was comprised of sample populations of executives from the private and public sectors, and middle managers from the public sector. These populations were compared with one another, and then compared individually, and collectively, with the executive success criteria described in management

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ABSTRACT

This research effort continues the investigation started by Leshko and Vosseteig (1975) in the utilization of situational stimuli to identify and measure executive capacity. Expanded hypothesis testing relating to the executive capacity indicators isolated by Leshko and Vosseteig was conducted. The data base was comprised of sample populations of executives from the private and public sectors, and middle managers from the public sector. These populations were compared with one another, and then compared individually, and collectively, with the executive success criteria described in management literature. Analysis of the data showed that the private executives differed significantly from both the public executives and middle managers on all capacity indicators tested except health, job security, and family relationships. When the sample populations were compared with expected responses based on management literature, only health and family relationships indicators show a significant similarity with the answer expected.

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I. INTRODUCTION

A company's future success depends to a great extent on management's ability to identify, select, and develop individuals who have high potential for becoming successful future executives (Flory, 1971). Identification of executive capacity early in an employee's career is desirable to provide adequate lead time for thorough development and appraisal, at the lowest possible investment, before selection for executive responsibilities must be made.

Research has been conducted which utilized situational stimuli (See APPENDIX A) in the form of a questionnaire in an attempt to identify executive capacity indicators (Leshko and Vosseteig, 1975, Freeman and Motta, 1975, and Blake and Moulton, 1969).

The authors are of the opinion that situational stimuli in the form of a suitable questionnaire can be utilized to identify potential executive capacity, and that attempts should be made to develop suitable instruments to do so.

This thesis continues the investigation of capacity indicators compiled and studied by Leshko and Vosseteig (1975). Additional capacity indicators were identified, an expanded instrument utilizing situational stimuli was developed and administered to three executive populations, and responses to the instrument were analyzed.

A. BACKGROUND

A review of management literature caused the authors to believe that identification of potential executives at an early stage can result in extensive benefits to an organization, including:

1. Recognition of the pool of talent from which future executives will be drawn.

2. A greater return on investment in personnel development programs.

3. A means for planning selective promotion of management personnel to executive positions commensurate with their individual capacity.

4. A longer period of time for development of executives by means of formal and on-the-job training.

5. Thorough appraisal to avoid the..."Peter Principle - In a heirarchy every employee tends to rise to his maximum level of incompetence," (Peter and Hull, 1969).

6. Reduced loss of high-potential employees to competing employers.

7. Improved motivation of potential executives.

8. Better long-term managerial performance.

A major difficulty in identifying potential executives is the lack of discriminating indicators of executive success. Research of managerial literature and discussions with senior executives indicates that multiple selection criteria are normally used to predict managerial potential. No specific personality type, leadership style, psychometric prediction, or mixture of knowledge, skill and experience has been proven to be conclusive in identifying executive capability.

> "It does little good to say that the manager must have patience, be a skillful persuader, and learn his way around an organization that bears little resemblance to the chart that has been drawn up to represent it. Rather, we need some objective conceptual means of describing these types of managerial positions in terms that have substance and more operationality than 'the ability to get along with people'," (Sayles, 1964, p. 45).

B. OBJECTIVES

The basic objective of this thesis is to provide a means for early identification of potential executive talent. Secondary objectives include:

1. Determination of appropriate executive capacity indicators.
2. Validation of selected capacity indicators as a means of measuring executive characteristics.
3. Development of an appropriate instrument for use in identification of individuals with high potential as future executives.

C. SCOPE

This thesis provides details of an investigation which utilized a questionnaire based on situational stimuli to evaluate response patterns of successful executives in top management within industry, and in top and middle management within the federal civilian service sector of the government. Comparison of response patterns between the various populations is provided and executive capacity indicators are defined.

Leshko and Vosseteig (1975) provided the basis for this thesis in their work which isolated specific executive capacity indicators and evaluated their validity by means of a test instrument which was administered to successful executives. They demonstrated the feasibility of using situational stimuli as a means to assess executive capacity indicators. They tested nine indicators by administering their test instrument to two populations, senior civil service and industrial executives. They developed a new technique for executive capacity measurement.

The authors considered that the Leshko and Vosseteig work made a valuable contribution to the identification of potential executives, and utilized the situational stimuli approach to measure five additional capacity indicators: Reaction to conflict, ability under stress, desire for power, courage to commit resources, and intuition. These indicators, combined with the nine previously tested, provided a broader, more complete baseline for describing what executives do. Recommendations on the scope of future research are provided.

D. BASIC HYPOTHESES

This thesis was based on the following hypotheses:

1. Relevant executive capacity indicators can be identified.

2. Executive capacity indicators can be measured by responses to situational stimuli.

3. A questionnaire can be developed which will validate selected capacity indicators.

4. Top management decision alternatives cannot be predicted by existing literature.

5. Middle and lower management decision alternatives can be predicted by existing literaure.

6. Senior executives in private and public sectors respond similarly to situational stimuli.

7. Response patterns of executives can be used as a baseline in evaluating potential executives.

Leshko and Vosseteig (1975) provided findings that support hypothesis 4 for combined responses from executives in the private and public sectors. Tests were not performed on the separate populations. They rejected hypothesis 6 noting differences in responses, but did not elaborate on the reasons for the differences. In addition, they provided some evidence to support hypotheses 1, 2, 3, and 7, acknowledging that their data base was statistically insufficient for testing.

The authors' plan was to continue to investigate all the above hypotheses, with primary emphasis placed on hypotheses 4, 5, and 6.

II. METHODOLOGY

The basic procedural method utilized in this study consists of the following:

1. Literature Investigation - ascertain the contributions of others on the subject of identification of executive traits and characteristics.

2. Selection of Capacity Indicators - determine the executive capacity indicators to be evaluated.

3. Development of the Expanded Test Instrument - develop questions based on situational stimuli to evaluate executive capacity indicators.

4. Administration of Test Instrument - administer test instrument to selected populations in the public and private sectors.

5. Data Analysis - analyze response data to test hypotheses.

III. LITERATURE INVESTIGATION

Current management literature makes frequent reference to the use of expensive assessment centers (Byham and Patterson, 1970), along with various psychological and other related appraisal methods for identification and development of potential executives. While the merit of these techniques is not disputed, the authors opine that an inexpensive situational analysis approach can be utilized as an

adjunctive tool in the identification of individuals with executive potential. Accordingly, attention in this thesis is directed toward furtherance of this approach.

An extensive search of managment literature supports the completeness of an existing list of trait indicators (Leshko and Vosseteig, 1975, p. 21).

IV. SELECTION OF CAPACITY INDICATORS

The authors conferred with experts in the field of management to verify the need, and the approach to be taken, in further research into the use of situational stimuli as a means for identification of potential executives. Primary conferees consisted of: Professor J. W. Creighton, Naval Postgraduate School, Monterey (NPS); Professor J. Jolly, NPS; Professor R. Lauer, University of California, Berkeley; Professor J. Kiley, NPS; Capt. E. W. Melvin, USN; Cmdr. T. J. Leshko, USN; and Lt. C. E. Vosseteig, USN. There was general consensus that further research should prove rewarding and beneficial in the continuing search for effective methods in the identification of executive potential. This approach was further substantiated by members of the Naval Aviation Executive Institute sponsored Executive Management Program at the School.

The authors compiled a list of capacity indicators which were tested by Leshko and Vosseteig (1975) utilizing the situational analysis method, and a list which were not tested. These are shown in Table 1.

TABLE 1

LIST OF CAPACITY INDICATORS[1]

PREVIOUSLY TESTED	NOT PREVIOUSLY TESTED
Decision-Making Capability	Planning Capability
Communicative Ability	Leadership Ability
Innovativeness	Upward Mobility
Ability to Manage Time	Personality
Psyche/Ego/Status	Intelligence
Health	Courage to Commit Resources
Rewarding Family Life	Ability Under Stress
Job Security	Reaction to Conflict
Mobility	Desire for Power
	Intuition

[1]Traits and characteristics of executives as described in management literature have been grouped together as capacity indicators. Previously tested indicators were examined by Leshko and Vosseteig (1975). Explanation of untested indicators is given in the text which follows.

Several of the previously untested indicators shown in Table 1 were eliminated for the following reasons:

Planning ability was considered to be acquired during the normal development of an executive and not necessarily inherent in the individual; therefore, it was not considered to be measurable utilizing the situational analysis method. In addition, "Nobody has found important patterns in the way managers schedule their time," (Mintzberg, 1975, p. 51).

Leadership ability was eliminated from consideration due to extensive testing of this trait by other methods. It did not appear suitable for measurement by situational analysis since "there are no provable generalizations about leadership," (Bennis, 1975, p. 34).

Upward mobility was not included since most executives, as such, are at the top of their professions or business; thus have displayed this in their ascendancy. No suitable means for testing upward mobility using situational stimuli was identified.

The personality and intelligence indicators were not considered conducive to measurement by questionnaire.

Thus, out of the capacity indicators not previously tested by Leshko and Vosseteig, only those listed in Table 2 were considered for future investigation (in addition to those listed as previously tested in Table 1) in this thesis.

TABLE 2

CAPACITY INDICATORS INVESTIGATED[1]

Ability Under Stress
Reaction to Conflict
Desire for Power
Intuition
Courage to Commit Resources

[1]These five capacity indicators (specific executive success criteria) were determined suitable for testing utilizing situational stimuli. Management literature investigation, to isolate appropriate stimuli, was accomplished.

V. DEVELOPMENT OF EXPANDED TEST INSTRUMENT

A test instrument was developed to measure executive capacity indicators utilizing the situational stimuli response method. The complete instrument is included within APPENDIX C.

Sections I and II of the instrument were taken verbatim from the instrument developed by Leshko and Vosseteig (1975), to permit utilization of primary data already gathered, and to preclude introduction of changes in the instrument which could invalidate these data. These sections measure the capacity indicators previously tested by Leshko and Vosseteig (1975, p. 44) (See Table 1).

A. BASIS FOR QUESTION DEVELOPMENT

The questions in all sections of the test instrument were designed to test how an individual would respond to situational stimuli; and, as such, are indicators of capacity. Sections I and II (Questions 1-49) of the test instrument were developed by Leshko and Vosseteig (1975). The questions and the basis for their development are provided in APPENDIX B. Section III (Questions 50-67) was based upon the authors' interpretation of management literature. Following are the questions, grouped together by capacity indicators (Table 2) for ease in referencing:

1. Ability Under Stress

Questions 50, 55 and 59 in the instrument were designed to display an individual's ability to make decisions under stressful conditions characterized by personal strain, tension or pressure in varying intensities. These questions are based on the assumption that successful executives openly deal with stress (Levinson, 1970; Batten, 1963), have developed means of working under pressure (Uris, 1957, p. 278; Albers, 1969) and do not resist organizationally desired change; are very calm and stable amidst stress (Flory, 1971; Levinson, 1970, p. 272).

Question 50 - *You have decided to terminate a company executive who is a personal friend. Which best describes what you would do?*

a. Discuss the matter with him over the telephone.

b. Delegate the act of termination to someone else.

c. Delay notification until an opportune time.

d. Write a memo specifying the termination and its reasons.

e. Discuss the matter with him directly.

Question 55 - *Indicate the one best description of your actions while working under tight time constraints for a considerable period.*

a. You delegate part of your tasks.

b. You continually seek additional tasks to be performed.

c. You set aside part of the work for another time.

d. You set up a priority for the tasks, then follow the priority.

e. You are still open to ideas for additional tasks.

Question 59 - *You and several others have been competing for the Chief Executive Office (CEO) position, which you confidently expected to receive and highly desire. You were just informed that a young "tiger" has been selected for the position, and you consider him to be less competent than you. You have received a memo from the retiring CEO to bring the new CEO up to speed. What would you do?*

a. Resign.

b. Give token conformance and let the new CEO meet the challenge on his own.

c. Accept the assignment.

d. Take time off to think about the situation.

e. Accept the assignment, while looking for a position in another company.

2. Reaction to Conflict

Questions 51, 52 and 58 in the instrument were designed to show an individual's ability to handle conflict situations.

These questions are based on the assumption that executives know their strengths and weaknesses, feel strongly about role ambiguity (Cribbin, 1972, p. 217; Levinson, 1970), maintain control of conflict situations (Flory, 1971; Batten, 1963); and when forced to choose between competing alternatives in a conflict situation, often involuntarily use direct authority to resolve the conflict (Mintzberg, 1975; Dailey, 1971).

Question 51 - *Select the one situation which causes you the most conflict.*

a. Your family accuses you of being married to your job, and demands more time with you.

b. You have been directed to reorganize your activity to a mode you objected to in the past.

c. Your company expects you to violate your personal ethics.

d. Your subordinate directly countermands your directions, however, his actions have lead to increased productivity.

e. You have a difference of opinion with your board of directors on the goals and objectives of the organization you head.

Question 52 - *Your advisory board of ten members disagrees with you on an issue in which you strongly believe. What is the highest level of opposition you would tolerate before yielding to board advice?*

	FOR		AGAINST
a.	0	-	10
b.	2	-	8
c.	3	-	7
d.	4	-	6
e.	5	-	5

Question 58 - *It has been brought to your attention that two of your key people had a fight. The conflict continues to adversely affect the performance of their departments. What would you do?*

a. Attempt to resolve the issue with each individual separately.

b. Do not get involved; let them resolve the issue themselves.

c. Call a conference to identify issues and resolve differences.

d. Direct them to drop the issue and get on with business.

e. Listen to the case, make judgment, and take appropriate action.

3. Desire for Power

Questions 60 and 62-67 in the instrument were designed to display an individual's desire for power. The respondents were requested to select the answer that best describes what they would do. These questions were developed to evaluate the respondents use of power in the decision-making process. They were based on unpublished materials presented by Professor C. B. Derr of NPS as part of a course in Organizational Behavior. The literature indicates that the desire for power becomes increasingly important with increasing success; but is used less consciously at the top of the organizational hierarchy (England and Weber, 1972, p. 16; Leavitt, 1958, p. 153).

Question 61 is used solely as a device to prevent the respondee from detecting a pattern in answering which might bias the results. Thus, it is a null or unmeasured question.

Question 60 - a. I feel that accepted plans should generally represent the ideas of my subordinates.

OR

b. I expect subordinates to carry out plans I have prepared.

Question 61 - a. I am not so concerned with establishing close personal relationships as in getting subordinates to follow my example.

OR

b. I develop a close personal relationship with subordinates because I believe this marks out a good manager.

Question 62 - a. I believe that firm discipline is important to keep the work moving.

OR

b. I think that disciplining employees does more harm than good.

Question 63 - a. I am constantly concerned with high standards of performance and encourage subordinates to reach these standards.

OR

b. When a subordinate fails to perform I let him know of the failure in a firm and reasoned manner.

Question 64 - a. I think that subordinates should be able to overcome difficulties in the way to achievement themselves.

OR

b. When alternatives are described to me I am not long in indicating the course of action I prefer.

Question 65 - a. When I make a decision, I take the additional step of persuading my subordinates to accept it.

OR

b. I believe that subordinates should not be too discouraged by setbacks in the job, but rather should be able to clear blockages themselves.

Question 66 - a. In the long run, I will fire a man I consider to be unmanageable.

OR

b. I discourage arguments which upset the harmony amongst subordinates.

Question 67 - a. I reward good work and feel that punishment for non-performance has limited use.

OR

b. When I discipline a subordinate I am definite in letting him know what he has done wrong.

4. Intuition

Question 56 in the instrument was designed to point out an individual's capacity for making decisions intuitively. It is based on the hypothesis that executives often make decisions intuitively (Jones, 1962, p. 51; Mintzberg, 1975, p. 53).

Question 56 - *How frequently do you feel you have been right when faced with making decisions which are not backed with factual material?*

a. Less than 50% of the time.

b. 50 - 60% of the time.

c. 60 - 70% of the time.

d. 70 - 80% of the time.

e. Greater than 80% of the time.

5. Courage to Commit Resources

Questions 53, 54 and 57 in the instrument were designed to show an individual's ability or courage in committing resources under varying degrees of risk or uncertainty. These questions are based on

the hypothesis that executives are willing to make decisions under risk or uncertainty and live with the results (Albers, 1969; Flory, 1971), are ready and willing to take risks to achieve organizationally-valued goals (England and Weber, 1972, p. 36), and welcome change and make many authorization decisions on an ad hoc basis (Mintzberg, 1975, p. 58; Daily, 1971).

Question 53 - *Assume that for some reason a very close friend is forced to find another job. Some of the companies he has contacted are new and although their future success is uncertain, they offer potential salaries above that which he is now receiving. Indicate which company you would advise your friend to join.*

	CHANCES FOR COMPANY SUCCESS	PROSPECTIVE SALARY INCREASE
a.	2 in 10	200%
b.	4 in 10	100%
c.	6 in 10	50%
d.	8 in 10	25%
e.	Survival Guaranteed	0%

Question 54 - *Your company has grown significantly in the past two years, and is now at capacity. You are considering expansion into a revolutionary new product line. The potential for a substantial return on investment is high if you enter now but will diminish rapidly if you delay. What would you do?*

a. Do more research before making a decision.

b. Limit expansion to current product line.

c. Pursue it no further.

d. Invest in new product line.

e. Seek expansion through merger.

Question 57 - *You manage a medium sized construction firm and recently learned of a new building material which is used extensively in Europe but has never been adopted in the United States. The building material appears to have several advantages in terms of substantial cost reduction, superior insulation qualities, and relative ease in construction as compared to its counterpart in the United States. After a thorough investigation, one of your engineers obtained extensive and reliable information on the characteristics, costs, and advantages of the new material. Further, your company could easily obtain*

exclusive manufacturing rights for use in the United States. Indicate which of the following would best describe your approach to the building material.

a. Utilize the new idea in the firm's next major building project so as to take advantage of the substantial cost savings.

b. Use the building material in one of the firm's small, local building projects so as to test its acceptance.

c. Construct a non-commercial prototype.

d. Engage the services of an independent consultant.

e. Wait until the building material has received considerable commercial application in the United States.

B. INSTRUMENT PRE-TEST

Section III of the test instrument was admininstered to graduate students in the School's Master of Science in Management program to verify that the questions were appropriate, understandable, unambiguous, unbiased and provided meaningful information.

C. EXPECTED VALUES FROM LITERATURE

Each question of Section III of the test instrument was evaluated by the authors to establish the response percentage expected for each answer. The expected responses, based upon the authors' interpretation of the literature, are shown in APPENDIX F, Table F-5.

VI. ADMINISTRATION OF TEST INSTRUMENT

A. DEFINING POPULATIONS

1. Two of the three populations selected for obtaining primary data were the previous public and private executive populations selected by Leshko and Vosseteig. They selected respondents for the private executive population from the 500 largest corporations in the United States. They selected respondents for the public executive population from "Super Grade" civil servants (GS 16-18) in the Federal Government which were considered to be comparable to the private executive population in areas of control of assets and decision-making impact (Leshko and Vosseteig, 1975, p. 39).

2. The third population selected for obtaining primary data was the Naval Aviation Executive Institute (NAEI) mid-level managers (GS-13 to GS-15).

Major considerations for utilizing these sample populations were that the Leshko and Vosseteig primary data could be used for expanded research into executive responses. The NAEI population provided an opportunity for comparison of public middle-management responses with those of the executive populations.

B. SAMPLING PROCEDURES

The authors used Leshko and Vosseteig's (1975) mailing list of selected executives to obtain the executive sample populations from the private and public sectors. Leshko and Vosseteig randomly selected

their sample populations using a "FORBES 500" list in conjunction with a "Standard and Poor's" list for the private executives, and a "Federal Government" list for the public executives. The authors' and Leshko and Vosseteig's executive sample population are identical except for the authors elimination of elements identified as deceased.

The middle-management sample (GS-13, 14, and 15) was selected from the NAEI civilian population using a stratified random sampling technique.

The total sample population consisted of 680 elements with the following composition:

1. 294 executives from FORBES 500
2. 86 executives from the federal government
3. 300 NAEI middle-managers:
   - 100 GS-15
   - 100 GS-14
   - 100 GS-13

C. SURVEY METHOD

Cover letters of introduction and questionnaires were mailed to each element of the sample populations to obtain primary data. (See APPENDIX C).

VII. DATA ANALYSIS

A. RESPONSES

Valid responses were received from 212 individuals prior to the previously established cut-off date of July 18, 1976. The composition of valid responses was as follows:

Sample Category	Responses	Percent of Sample
FORBES 500 Executives	57	19
Government Executives	32	37
NAEI Managers	123	41

Thirty-three additional questionnaires were returned unanswered, of which 28 were undeliverable while five indicated the addressee had either died or retired.

B. AUTOMATIC DATA PROCESSING PREPARATION AND UTILIZATION

The response data was transferred to 80-column ADP cards in order to allow computer processing of the data received. Two data cards were generated for each completed instrument. The format of these data cards, and the instructions for keypunching are contained in APPENDIX D.

The data were processed using the Statistical Package for Social Sciences (SPSS) software on the University of California, Berkeley CDC 7600 computer.

C. ANALYSIS RESULTS

Primary objectives of the analysis were to test the following hypotheses:

Hypothesis 4: Top management decision alternatives cannot be predicted by existing literature.

Hypothesis 5: Middle and Lower Management decision alternatives can be predicted by existing literature.

Hypothesis 6: Senior executives in private and public sectors respond similarly to situational stimuli.

The basic analysis approach was to segregate the population responses into meaningful sub-populations, and conduct statistical hypothesis testing within each sub-population and the entire population. Hypothesis testing was to be accomplished on each question within the test instrument as well as on aggregate question data corresponding to each capacity indicator to be measured.

Hypothesis testing was accomplished through the use of the non-parametric "Chi-Square" (χ^2) test and the parametic 't' test where appropriate. The test criteria were to provide 95% confidence in the results.

The population of responses were segregated into three sub-populations as follows:

Population A = EXEC	= Senior executives of private industry
Population B = SUPER	= Senior (GS-18, 17, 16) civil service executives
Population C = GS-15, 14, 13	= NAEI civil service mid-level managers

Hypothesis 4, "Basis for Top Management decision alternatives cannot be predicted by existing literature," and 5, "Middle and Lower Management decision alternatives can be predicted by existing literature," were tested by comparing the responses of each sub-population and the entire sample population, with the expected responses based upon the literature. APPENDIX F displays the expected responses and the results of this comparison for each of the appropriate questions. The questions, responses, and tests were grouped by capacity indicator to provide more meaningful results. These data are displayed in Table 3.

When the responses for the entire sample are compared with the Literature Expected (LE) responses, none of the original indicators show a significantly similar answer to that expected from the literature. However, when the population is segregated, some similarity is shown in two indicators, health and family relationships.

TABLE 3
COMPARISON OF CAPACITY INDICATORS TO
MANAGEMENT LITERATURE BY POPULATION[1]

CAPACITY INDICATORS	ALL χ^2	DF	ALL χ^2_{95}	DIFF	EXEC χ^2	DF	EXEC χ^2_{95}	DIFF	SUPER χ^2	DF	SUPER χ^2_{95}	DIFF	GS 15/14/13 χ^2	DF	GS 15/14/13 χ^2_{95}	DIFF
(ORIGINAL INDICATORS)																
Decision-Making Capability	699.86	18	28.90	Yes	327.18	17	27.60	Yes	118.87	13	22.40	Yes	271.27	18	28.90	Yes
Innovativeness	733.61	19	30.10	Yes	233.14	15	25.00	Yes	137.76	13	22.40	Yes	387.23	15	25.00	Yes
Ability to Manage Time	701.33	10	18.30	Yes	113.36	8	15.50	Yes	71.91	5	11.10	Yes	258.01	8	15.50	Yes
Communicative Ability	556.63	17	27.60	Yes	94.35	13	22.40	Yes	108.27	12	21.00	Yes	609.15	16	26.30	Yes
Mobility	113.83	4	9.49	Yes	14.49	4	9.49	Yes	40.86	3	7.81	Yes	79.77	4	9.49	Yes
Psyche, Ego, Status	126.36	8	15.50	Yes	86.56	5	11.10	Yes	16.55	4	9.49	Yes	39.76	6	12.60	Yes
Health	30.00	4	9.49	Yes	10.55	4	9.49	Yes	6.94	3	7.81	No	2.83	3	7.81	No
Job Security	93.05	4	9.49	Yes	28.59	4	9.49	Yes	20.55	3	7.81	Yes	54.01	3	7.81	Yes
Rewarding Family and Social Life	11.52	4	9.49	Yes	8.22	4	9.49	No	4.92	3	7.81	No	8.14	4	9.49	No
MISC/Biographical																
(NEW INDICATORS)																
Ability Under Stress	487.69	11	19.70	Yes	118.52	8	15.50	Yes	71.75	7	14.10	Yes	302.32	9	16.90	Yes
Reaction to Conflict	438.34	10	18.30	Yes	125.05	7	14.10	Yes	30.90	6	12.60	Yes	256.01	9	16.90	Yes
Courage to Commit Resources	221.78	10	18.30	Yes	69.66	8	15.50	Yes	12.12	4	9.49	Yes	113.96	8	15.50	Yes
Intuition	43.78	4	9.49	Yes	18.62	2	5.99	Yes	.09	2	5.99	No	32.75	3	7.81	Yes
Desire for Power	255.21	2	5.99	Yes	22.26	1	3.84	Yes	23.12	1	3.84	Yes	244.92	7	14.10	Yes

[1]This table displays the results of the comparison of the responses within each population to those responses based upon management literature. The test used was Chi-Square (χ^2) with a confidence level of 95%. The table shows the χ^2 critical value at 95% confidence (χ^2_{95}) and whether the test show the responses were different (DIFF).

For the newly developed indicators, the entire sample population has no indicators which show similar responses to those expected by the literature. When the sub-populations are compared with the literature estimates, only one indicator shows a similarity, that being intuition and only within the population "Super."

To test hypothesis 6, "Senior executives in private and public sectors respond similary to situational stimuli," the responses to each question were compared statistically between each of the sub-populations. The results of this test can be seen in APPENDIX F. To make the comparison more meaningful, the questions were grouped into classes representing the capacity indicators they were intended to measure. The results of the comparison are shown in Table 4.

Of the original indicators, the EXEC population differs significantly from both the Super and GS-15-14-13 population in all but health, job security, and family; and with respect to GS-15-14-13 alone, are similar in only health. It is interesting to note that this compares favorably with the previous results of Leshko and Vosseteig. Of significant note, however, is the fact that the Super and GS-15-14-13 populations <u>differ</u> only in communication, mobility, and psyche/status. The latter two indicator results might be explained by differences in age and location in organization.

Of the newly added capacity indicators, only one shows a significant difference between the population sub-groups; that being conflict for the EXEC-SUPER comparison.

TABLE 4

COMPARISON OF CAPACITY INDICATOR RESPONSE BY POPULATION[1]

CAPACITY INDICATOR	EXEC/SUPER χ^2	DF	$\chi^2_{.95}$	DIFF	EXEC/GS 15,14,13 χ^2	DF	$\chi^2_{.95}$	DIFF	GS 15,14,13 χ^2	DF	$\chi^2_{.95}$	DIFF
(ORIGINAL INDICATORS)												
Decision-Making Capability	42.93	20	31.40	Yes	67.85	20	31.40	Yes	25.48	20	31.40	No
Innovativeness	35.77	20	31.40	Yes	65.99	20	31.40	Yes	19.01	19	30.10	No
Ability to Manage Time	25.31	11	19.70	Yes	38.48	11	19.70	Yes	5.64	11	19.70	No
Communicative Ability	42.26	19	30.10	Yes	133.72	19	30.10	Yes	33.91	19	30.10	Yes
Mobility	157.81	108	132.90	Yes	232.95	116	141.80	Yes	151.22	96	119.60	Yes
Psyche, Ego, Status	199.78	26	38.90	Yes	275.22	25	37.70	Yes	50.19	18	28.90	Yes
Health	1.93	4	9.49	No	2.66	4	9.49	No	1.98	3	7.81	No
Job Security	9.13	4	9.49	No	20.51	4	9.49	Yes	3.19	3	7.81	No
Rewarding Family and Social Life	13.72	9	16.90	No	20.75	9	16.90	Yes	16.99	10	18.30	No
Misc/Biographical	263.98	156	185.90	Yes	358.20	174	205.50	Yes	276.60	157	187.00	Yes
(NEW INDICATORS)												
Ability Under Stress	12.27	7	14.10	No	16.55	11	19.70	No	8.71	9	16.90	No
Reaction to Conflict	22.18	10	18.30	Yes	16.38	12	21.00	No	15.87	12	21.00	No
Courage to Commit Resources	8.30	11	19.70	No	19.39	12	21.00	No	15.37	11	19.70	No
Intuition	8.59	4	9.49	No	4.16	4	9.49	No	7.32	4	9.49	No
Desire for Power	4.11	2	5.99	No	4.60	2	5.99	No	.06	2	5.99	No

[1]This table displays the results of comparison of responses of one population with that of another to determine if responses differ. The test used was Chi-Square with a significance level of 95%. The table shows the raw Chi-Square value (χ^2), the degrees of freedom (DF), the critical value at 95% confidence ($\chi^2_{.95}$) and whether or not the responses were different (DIFF).

Summary of Analysis Results

a. Executives in both the private and government sectors tend not to respond to stimuli in the manner predicted by the literature. Therefore, hypothesis 4, "Basis for Top Management decision alternatives cannot be predicted by existing literature," is accepted; whereas hypothesis 5, "Middle and Lower Management decision alternatives can be predicted by existing literature," is rejected.

b. Executives in the private and public sector respond differently to some questions designed to evaluate capacity indicators, thus hypothesis 6, "Senior executives in private and public sectors respond similarly to situational stimuli," is rejected for those indicators in which they differ.

c. Executives in the government, at the top and mid-level, tend to respond similarly to questions designed to evaluate capacity indicators.

d. The questionnaire does, in fact, provide some degree of differentiation between populations as described by a, b, and c above.

e. Because the literature cannot be used to score the questionnaire for use as a selection document (a above), another scoring system must be developed. It is reasonable to use the actual responses of the executives as that scoring base. This would tend to support hypothesis 7, "Response patterns of executives can be used as a baseline in evaluating potential executives."

VIII. CONCLUSIONS

The analysis of responses gathered by this study show that:

1. Questions can be developed using situational stimuli to identify capacity indicators:

   a. Reaction to conflict.

   b. Ability under stress.

   c. Desire for power.

   d. Courage to commit resources

   e. Intuition.

2. Executives in private industry respond differently than do executives in civil service for some capacity indicators and not others. Therefore, hypothesis 6 is rejected.

3. Civil service executives (SUPER) and middle managers (GS 15-14-13) respond to situational stimuli in a similar manner.

4. Management literature cannot be relied upon to predict how public and private executives, as well as mid-level managers, will respond; therefore, hypothesis 4 is accepted and hypothesis 5 is rejected.

5. The use of the responses of the executives as a basis for a scoring system for the questionnaire appears to be valid, thus supporting hypothesis 7. However, final acceptance or rejection of this hypothesis must be delayed until further study is accomplished using this scoring system.

IX. RECOMMENDATIONS FOR FURTHER STUDY

The results of this study indicate that situational stimuli in the form of a questionnaire can be utilized to identify potential executives. While the data were very encouraging, the study is also incomplete. The authors recommend the following be considered for further research:

1. Finalize the development of the questionnaire scoring system utilizing the executive responses as a base and further test the questionnaire and scoring system on other populations.

2. Use the new data to revise the instrument and re-test.

3. Compare the results from the revised instrument with those from other identification procedures; i.e., assessment centers, interview, etc.

APPENDIX A

Definition of Key Terms

The appendix contains twelve key terms of which six: success, trait, indicator, capacity, management and situational response were previously defined by Leshko and Vosseteig (1975); and are still applicable in this study. Six key terms unique to this study consist of: conflict, power, stress, intuition and courage to commit resources.

APPENDIX A

Definition of Key Terms

Success	-	highest position attainable within hierarchy of organization, or salary renumeration well above the average. A favorable or satisfactory outcome or result. The gaining of wealth, fame, rank, etc. (Webster, 1960). The measure of success is definitely open to question, but salary level appears to be the most significantly considered factor, seconded by expenditure authorization and to a much lower weight level of supervision (Leshko and Vosseteig, 1975, p. 56).
Trait	-	a distinguishing quality or characteristic, especially of personality (Webster, 1960).
Indicator	-	to be or give a sign or token of; signify; betoken, intimate (Webster, 1960).
Capacity	-	the ability to contain, absorb, or receive and hold (Webster, 1960).
Management	-	term used to mean both an area of knowledge and people making up the profession (Uris, 1962).
Situational Stimuli	-	a specific set of social or interpersonal circumstances used, in a situational test, causing an individual to react, providing a situational response.

Situational Test	-	a "measure of a person's reaction to a situation that requires an adaptive response," (English & English, 1958, p. 504).
Situational Response	-	"action a person would take when events take place requiring him to make decision," (Leshko and Vosseteig, 1975, p. 19)
Executives	-	individuals in upper management in the public and private sectors.
Conflict	-	the necessity to make a choice from competing alternatives. An emotional state characterized by indecision, restlessness, uncertainty and tension (Webster, 1971).
Power	-	"the total amount of influence that an individual has in an organization; that is, his total ability to influence the behavior of people," (Kazmier, 1969, p. 166).
Stress	-	emotional factor characterized by strain, pressure, tension, thrust (Webster, 1971).
Intuition	-	immediate cognizance or conviction without rational thought (Webster, 1971).
Courage to Commit Resources	-	ability to make decision under high degree of risk or uncertainty.

APPENDIX B

Question Development by Leshko and Vosseteig

This appendix contains the questions (1-49) and the basis for their development by Leshko and Vosseteig (1975). These questions were incorporated into Sections I and II of their Executive Perceptions Questionnaire; which, in turn, was used verbatim by the authors in the expanded questionnaire.

APPENDIX B

Question Development by Leshko and Vosseteig

1. Questions and Hypothesis of Test Instrument

This section shows the questions included in the instrument. The hypothesis upon which the questions were founded are stated. Literature supporting the hypothesis is referenced. The questions relating to the separate identifier classes were intermingled throughout the testing instrument. However, they are grouped into identifier classes here because of commonality of purpose and for ease of referencing.

a. Decision-Making Capabilty

Questions 26, 41, 42, 43 and 44 in the instrument are intended to show the capacity for making effective decisions.

Question 26 - *"Which one of the following best describes what you you usually do in making important decisions?"*

a. Make the decision and inform your boss later on.

b. Make the decision as if it were a routine matter.

c. Put the problem up to those affected by the decision.

d. Decision making is not my responsibility.

e. Take time to check with your boss.

This question is based upon the hypothesis that successful executives are more concerned with solving the problem at hand than about the decision making process (McFarland, 1974, p. 270-271).

Question 41 - *"You are about to propose a new policy which you feel is good for the organization. You intuitively believe, however, that you will have difficulty convincing certain segments of the organization. You are further aware that unless you receive almost across-the-board concurrence, top management will not institute the policy. How would you go about "seeing to it" that your policy is accepted?"*

a. Work around the opposition, by going directly to top management and attempt to convince them with the profitability of your proposed policy.

b. Determine who your supporters are and seek their assistance to favorably impress the opposition.

c. Specifically, identify those individuals who are opposed and attempt to convince them individually.

d. Ignore the opposition and continue with your new policy changes.

e. Postpone introduction of the policy change and wait for better timing.

The hypothesis is that a successful executive is a strategist and uses his knowledge of people for mutual benefit of all concerned (McFarland, 1974, p. 450-455).

Question 42 - *"As a decision maker:"*

a. You accept success and failure equally.

b. When you have failed, you have accepted the consequences and continued on as before.

c. When you fail you accept the consequences and will analyze the causative factors thereto. Such a set back will not deter your future efforts.

d. Your aim is to always succeed no matter what procedures or methods must be employed to accomplish your objectives.

e. You are successful because you thoroughly investigate the parameters surrounding the decision about to be made.

This question is founded upon the hypothesis that executives have deep feelings of satisfaction directly related to accomplishment and achievement (McFarland, 1974, p. 39; Warner, 1962, p. 47-57).

Question 43 - *"Assume you are considering several proven company executives for a promotion. However, you consider the best among them to be a "maverick" with respect to his management/leadership style. If you decide on selecting the "maverick" would you?"*

a. Insist that his management/leadership style conform to present organization policies.

b. Modify the organization to adjust to his management/ leadership style.

c. Prefer to allow him to operate as he pleases so long as his performance results in a highly satisfactory performance.

d. Prefer to allow him to operate within his style, but at the appropriate time tactully remind him that the company policies are sound and will prove beneficial to him in the long run.

e. You would not select the "maverick."

The hypothesis is that executives have a unique ability to pick people for situational needs (Fielder, 1965, p. 115-122).

Question 44 - *"If you have just been promoted two levels above your present position (same company), you would function at this new level?"*

a. By proceeding cautiously before making decisions.

b. By waiting to gain confidence and with additional experience make decisions faster than when initially assigned.

c. With no delay in decision making because earlier training and experience adequately prepared you for this increased responsibility.

d. Because in the past when assigned to a new or unfamiliar area, you had no difficulty in commanding the new job and therefore, would anticipate no delay in decision making now.

e. By operating at this higher level may require you to grow into the job simply because of the scope of the position.

The question is founded upon the hypothesis that executives will quickly adapt to new environmental responsibilities and only minor delays in decisions will occur (Uris, 1962, p. 50-59, 63-67).

b. Innovativeness

Questions 27, 28, 29, 30 and 31 of the instrument are designed to display the abiliity to institute change in an organization, and cause the organization to adopt new technology.

Question 27 - *"Indicate which combination of words, when placed in the following sentence, would most accurately describe you: you hear about new work-related developments _____ most of my colleagues."*

a. Considerably before.

b. Sooner than.

c. At about the same time as.

d. Later than.

e. Sometime later.

This question is based upon the hypothesis that effective executives become aware of work related developments before less competent ones (Creighton, Jolly, Denning, 1972, p. 16).

Question 28 - *"Indicate the frequency with which your subordinates, peers, and/or superiors came to you in the past month for work-related information which was not a function of your position?"*

a. 1-3

b. 4-7

c. 8-11

d. 12-16

e. 17 or more

This question is based upon the hypothesis that successful opinion leaders [sic] and that others have confidence in their judgment (Creighton, Jolly, Denning, 1972, p. 19-21).

Question 29 - *"In the past year, how many non-routine, work-related projects have been completed for which you supplied the original idea?"*

a. 0

b. 1-2

c. 3-4

d. 5-6

e. 7 or more

This question is based upon the hypothesis that successful executives are innovators, are dynamic, and modify organizations to accommodate change (Creighton, Jolly, Denning, 1972, p. 33).

Question 30 - *"Which of the following do you tend to rely upon most heavily as a source of initial information for work-related projects and/or problems?"*

a. Literature - books, manuals, dissertations, and other items which are not published on a regular basis.

b. Vendors - representatives of, or documentation generated by suppliers or potential suppliers.

c. Personal Experience - ideas which were previously used by yourself in similar situations and recalled directly by memory.

d. Staff - selected members of your staff who are not assigned directly to the project being considered.

e. External Sources - sources which do not fall into any one of the catagories.

This question is based upon the hypothesis that the higher the executive is within the executive circles the more he tends to rely on external sources (Fulmer, 1974, p. 361-380).

Question 31 - *"When you hear about a new idea which may be of use to your organization you?"*

a. Analyze it in depth before instituting it.

b. See how it works in other organizations.

c. Turn it over to a person in your organization who is most likely to use it.

d. Discuss it and its applicability at your next conference.

e. Turn it over to a cost analyst to determine its value.

This question is based upon the hypothesis that the executive causes changes to happen in his organization (Koontz and O'Donnell, 1955, p. 524-530).

c. Ability to Manage Time

Questions 38, 39 and 40 in the instrument are intended to show the capacity of executives to use their time effectively.

Question 38 - *"How do you feel about the time you have to do your work?"*

a. Have time for everything without feeling pushed.

b. Wish you had a little more time to plan and to think.

c. Necessary to keep pushing to get everything done.

d. Very hard to do what is expected of you in the time available.

e. Never seem to have enough time to do everything.

This question is based upon the hypothesis that successful executives utilize time efficiently and are able to make time available (Whyte, 1956, p. 155-165; Gardner, 1963, p. 52).

Question 39 - *"With respect to the amount of time you spend at work."*

a. You do not view your position as having fixed working hours.

b. You consider yourself as a professional that [sic] will give whatever amount of time is required, at the time, to accomplish the present undertaking.

c. As a general rule, you accomplish at least or more work outside the office than while working at the office.

d. You simply feel that working hours are for "others" and you give whatever time is required to accomplish a task and work at it until it is completed.

e. You try not to allow your outside personal interests to cause you to mismanage your time.

This question is founded upon the hypothesis that successful executives have high energy levels, do not consider themselves as having regular working hours, and use their time to great advantage (Jennings, 1967, p. 88-89; McCay, 1959, p. 31-37).

Question 40 - *"Of the situations given, which of these best describes your work routine?"*

a. You have time in your daily routine to spend time on the unexpected.

b. As a general rule, your daily schedule is very heavy.

c. If it were not for your subordinates taking up a good part of your time, you would have more than enough time to expand your involvement in the company's business.

d. You have no difficulty with the management of your time since you set a fixed and precise daily schedule, allowing time for your seniors, subordinates, and whatever is left belongs to you.

e. You are concerned with the amount of time you have to spend at the office, because you feel your superiors interpret this as an indicator of ineffectiveness.

This question is founded upon the hypothesis that successful executives make effective use of time (Oncken, 1974, p. 75-80).

d. Communicative Ability

Questions 23, 24, 25, 32 and 33 in the instrument are intended to show the effective use of communication.

Question 23 - *"Indicate the number of work-related organizations to which you hold current membership."*

a. 0

b. 1-2

c. 3-4

d. 5-6

e. More than the above

This question in based upon the hypothesis that successful executives are better informed and expand their levels of interests beyond local environment (Creighton, Jolly, Denning, 1972, p. 34).

Question 24 - *"How many new friends have you made in the past year?"*

a. No need to make new friends.

b. 1-2

c. 3-5

d. 6 or more

e. Cannot remember exactly.

This question is founded upon the hypothesis that successful executives are extroverts and gregarious individuals (Creighton, Jolly, Denning, 1972, p. 16, 33-34).

Question 25 - *"On the average, how many people do you see daily, (excluding your immediate staff)?"*

a. 0-4

b. 5-8

c. 9-12

d. 12-16

e. 16 or more

This question is based upon the hypothesis that executives interact with more people and are exposed to more new ideas than non-successful people (Fulmer, 1974, p. 307, 320-338).

Question 32 - *"When information concerning major decision are to be made, you?"*

a. Recognize, among other things, that upward communcations have little or no value to the management of the organization.

b. Acknowledge that an important decision about decisions is when to communicate them, if at all.

c. Insist that a decision is communicated in a language that will not antagonize its receptiveness.

d. Recognize that some restrictions may improve organizational effectiveness.

e. Insist that every decision be communicated in a language that leaves no doubt to the intent or spirit of the decision.

This question is founded upon the hypothesis that a successful executive is an effective communicator, because he realizes the importance of the timing of and strategy of communicating a decision (Koontz, 1972, p. 536-555; Fulmer, 1974, p. 296-316).

Question 33 - *"Indicate the total number of journals, magazines, and newspapers which you regularly read."*

a. 1-2

b. 3-4

c. 5-6

d. 7-8

e. 9 or more

This question is founded upon the hypothesis that executives are well read, and professionally current [sic] through consumption of mass media (Creighton, Jolly, Denning, 1972, p. 22-24).

e. Psyche/Status

Questions 34, 35, 36, 37 and 46 of the instrument are designed to display the reward needs of the individuals.

Question 34 - *"What is your present salary range?"*

a. $10,000-$20,000
b. $20,000-$30,000
c. $30,000-$50,000
d. $50,000-$75,000
e. $75,000-$100,000
f. $100,000-$150,000
g. $150,000-$200,000
h. $200,000-$300,000
i. $300,000 or greater

This question was asked to determine the approximate financial compensation that each respondent received.

Question 35 - *"Would you work at your present job for a lesser salary?"*

a. Yes
b. No

This question is based upon the hypothesis that successful executives have high reward needs, other than money (Whyte, 1956, p. 159-160).

Question 36 - *"If Yes, by how much?"*

a. 0-$1,000
b. $1,000-$2,000
c. $2,000-$5,000
d. $5,000-$10,000
e. $10,000-$15,000
f. $15,000-$20,000
g. $20,000-$30,000
h. $30,000-$40,000
i. $40,000-$50,000
j. $50,000-$100,000

This question was asked to determine approximately the amount that the respondent would relinquish.

Question 37 - *"If No, why not?"*

a. Money is very important to you.

b. You are worth what you are being paid.

c. For your unique skills, you will not work for less than your present salary.

d. Money is not a direct concern to you, but it is important to your family.

e. Present earning power is necessary to provide a portfolio for future security.

This question was asked to determine from five responses given in the instrument what the respondents reasons were for not working at their present position for a lesser salary.

Question 46 - *"In a position that you feel is not exactly what you want:"*

a. You do whatever is required and receive what you believe to be only minimal personal or professional satisfaction from the results of your efforts.

b. You consider the results of your efforts to be negligible and in fact believe your efforts to be "dog work."

c. You consider your efforts to be professionally and personally rewarding even though you are not completely happy with your present position.

d. You have in retrospect, almost always derived personal satisfaction from your job regardless of your personal feelings toward the assignments.

e. You do what is required, knowing or hoping that the present assignment (occupation) is only a means to an end.

This question is based upon the hypotheses that successful executives tend to feel satisfied doing things that have to be done (McFarland, 1974, p. 96, 110).

f. Mobility

Questions 9, 16, 17, 19, 20, 21 and 47 of the instrument are intended to show managerial development.

Question 9 - *"Length of time with present organization? (Years)"*

Question 16 - *"How many different organizations have you been employed by in your life time?"*

Question 17 - *"What is the longest that you have worked for the same organization? (Years)"*

Questions 16 and 17 are based upon the hypothesis that successful executives move around as they move upward (Jennings, 1967, p. 8)

Question 19 - *"Have you changed your religious preference? (1) Yes (2) No"*

Question 20 - *"If Yes, how many times?"*

Questions 19 and 20 are based upon the hypothesis that successful executives change their religious denomination as they ascend the corporate ladder (Whyte, 1956, p. 405-422; Newcomer, 1955, p. 46-49; Packard, 1959, p. 194-206).

Question 21 - *"What is/was your fathers occupation? If deceased or retired please indicate last occupation_____ _____."*

This question is based upon the hypothesis that successful executives who are children of proven executives have a higher incidence of becoming successful executives themselves (Jennings, 1967, p. 6-9).

Question 47 - *"You accepted employment with your present company:"*

a. Thinking or knowing that it would be only a temporary assignment, carrying with it a promise or possibility that a better position would be available in a reasonable time.

b. Realizing that it was exactly what you wanted to do and had no desire for higher levels of aspiration.

c. Because of your specific or unique skills that were desired by the employer, who was willing to pay you commensurate with your proven abilities.

d. Because of your unique skills that were desired by the employer but you also set your remuneration schedule.

e. Because there were no other positions available or opportunities that suited you.

This question is founded upon the hypothesis that successful executives are sought after and set their own salary schedule (Koontz, 1972, p. 417-436; Uris, 1962, p. 96).

g. Rewarding Family Life

Questions 12, 13, and 45 in the instrument are intended to show the capacity for effective family relations.

Question 12 - *"Select the most appropriate situation that describes your Marital Status? (1) Divorced (2) Divorced and remarried (3) Married (4) Single (5) Widow/Widower."*

Question 13 - *"How many times have you been married?"*

Questions 12 and 13 are based upon the hypothesis that successful executives have high divorce rates (Packard, 1962, p. 58-66; Packard, 1959, p. 120, 122, 159-160, 170-172 and 279; Newcomer, 1955, p. 122-123).

Question 45 - *"As you reflect on your career, judge the present, and postulate about the future regarding the relationship with your family, family responsibilities and demands of your present position; how would you best describe the way in which the relationship exists or developed?"*

a. Family responsibilities were/are not neglected since a mutual bond of understanding developed as you proceeded through your career, wherein the family was/is supportive of your professional goals.

b. Your family has/did not place you in a position wherein you had to choose between family or professional goals.

c. Family obligations occasionally have taken a secondary position if your professional goals and requirements of your job were to be attained. However, you attempted to make it up to the family whenever the occasion(s) allowed.

d. You attempted to make a compromise decision between family and job, but rarely sacrificed the family.

e. Sometimes, demands of the job, i.e., time sensitive issues, demanded that you put more hours on the job than you would like.

This question is founded upon the hyposthesis that successful executives acknowledge family responsibility and work toward fulfilling it (Whyte, 1956, p. 162).

h. Job Security

Question 48 of the instrument is to display the fear of losing one's position [sic].

Question 48 - *"When you take a vacation:"*

a. You find it is most beneficial to take one long vacation as opposed to several short vacation trips.

b. You fit your vacation schedule into what the organization will allow you to take.

c. You find it best to schedule your vacation with the needs and desires of your family.

d. You do not take long vacations (more than two weeks) because you recognize that you will have to work twice as hard to catch up on your work when you return.

e. You take vacations only for reasons of health.

This question is founded upon the hypothesis that successful executives fear that the more time they are away from the job, the more his [sic] job is jeopardized (Whyte, 1956, p. 77).

i. Health

Question 49 in the instrument is to display the executive's belief in his state of health [sic].

Question 49 - *"How good is your health?"*

a. Poor - need rest and/or medical treatment to attack the rigorous [sic] of daily business activity.

b. Based upon your judgment and substantiated by your physicians evaluation, you are in good health for your age.

c. Based upon your judgment and supported by your physicians evaluation, you are in better health than someone of your age [sic].

d. Fair - you recognize the need to keep yourself physically toned up, but your demanding schedule has precluded you from adhering to a set exercise schedule.

e. Perfect - can drive hard on any job, night or day.

This question is based upon the hypothesis that successful executives are concerned about their state of health, and attempt to say 'healthy' (Uris, 1955, p. 123).

APPENDIX C

Executive Judgmental Perceptions Questionnaire

This appendix consists of the three items used to initiate this study. The first is a cover letter used to introduce the questionnaire to 300 individuals in the Naval Aviation Executive Institute and acquaint them with the purpose and scope of the study. The second item is the cover letter used to request additional situational stimuli response information from previously sampled executive populations from the private and public sectors. The last item is an identical copy of the Executive Judgmental Perceptions Questionnaire that accompanied each cover letter of introduction.

NAVAL POSTGRADUATE SCHOOL

MONTEREY, CALIFORNIA - 93940

IN REPLY REFER TO:

0001-2

Mr. John Doe
3169 Salem Drive
Cupcake, MI 10014

Dear Mr. Doe,

The purpose of this letter is to request your assistance in a research program regarding successful executives. As a professor of the Naval Postgraduate School, Monterey, California, I am conducting research studies with proven executives in top management positions.

I have enclosed a short series of questions entitled "Executive Judgmental Perceptions". This information document asks for basic, yet specific situational decision choices. Your answers will provide invaluable data upon which a fundamental and a unique baseline will be established. I assure you that your personal identity and individual responses will not be released in any way. Only unidentified group information will be used in this study. The success or failure of this research effort will naturally depend upon your response.

The enclosed series of questions should take approximately fifteen minutes to answer. The document is divided into small sections with pertinent instructions prior to each division.

Thank you for your cooperation.

Sincerely,

NAVAL POSTGRADUATE SCHOOL

MONTEREY, CALIFORNIA - 93940

IN REPLY REFER TO:
0001-2

The purpose of this letter is to request your assistance in a continuing research program regarding successful executives in top management positions.

I have enclosed a short series of questions entitled "Executives Judgmental Perceptions". Sections I and II were originally sent to you 7 February 1975 whereas Section III is a new addition. If you have previously filled out Sections I and II, it is requested that you answer Section III only.

Your answers to this survey will provide invaluable data upon which a fundamental and unique baseline will be established. I will assure you that your personal identity and individual responses will not be released in any way. Only unidentified group information will be used in this study. The success or failure of this research effort will naturally depend upon your response.

The enclosed series of questions should take approximately 20 minutes to answer. The document is divided into small sections with pertinent instructions prior to each division.

Thank you for your cooperation.

EXECUTIVE JUDGMENTAL PERCEPTIONS

SOLICITATION OF JUDGEMENTAL PERCEPTIONS

TRUCTIONS FOR COMPLETING THIS INFORMATION DOCUMENT ARE PROVIDED
ORE EACH SECTION.

SECTION ONE

Please enter the most appropriate answer in the box at the right of each question. The number preceeding the solid vertical line correspondes to the question number in the appropriate box or boxes. If the question calls for a response of more than a one digit response please place "ONLY" one digit per box. Disregard the numbers to the right of the boxes.

YOUR ANSWER

Is your present employer. . .(1) Military (2) Civilian? 1. | 1

What position do you hold within your organization? (Please write out your position) i.e. President, Finanical Manager, or Production Manager. If Military, please indicate rank. 2. | 2

_____

Location of organization? (1) New England (2) Eastern U.S. (3) Southeast (4) North Central (5) South Central (6) Northwest (7) Southwest (8) Alaska (9) Hawaii (10) Overseas 3. | 3∫4

Age? 4. | 5∫6

Sex? (1) Female (2) Male 5. | 7

Height? (INCHES) 6. | 8∫9

Weight? (lbs) 7. | 10∫11∫12

Race? (1) American Indian (2) Black (3) Oriental (4) Spanish-American (5) White 8. | 13

Lenght of time with present organization? (YEARS) 9. | 14∫15

What is your LAST level of formal education? (1) High School Diploma (2) BA (3) BS (4) MBA (5) MPA (6) Masters (7) Doctorate 10. | 16

What was your major field of study?_____ 11. | 17

Select the most appropriate situation that describes your Marital Status? (1) Divorced (2) Divorced and remarried (3) Married (4) Single (5) Widow/Widower 12. | 18

13. How many times have you been married? 13. [ ] 19

14. How many children do you have? Sons_____ 14. [ ] 20
(Indicate on spaces provided) Daughters_____
None_____

15. Spouse's highest level of formal education? 15. [ ] 23/24
(1) No Spouse (6) 15 years
(2) Less than 12 years (7) 16 years
(3) 12 years (8) 17 years
(4) 13 years (9) 18 years
(5) 14 years (10) Greater than 18 years

16. How many different organizations have you been employed by in your life time? 16. [ ] 25/26

17. What is the longest that you have worked for the same organization? (YEARS) 17. [ ] 27/28

18. What is your religious preference? (1) None (2) Catholic (3) Jewish (4) Other (5) Protestant (Please indicate denomination)_____ 18. [ ] 29

19. Have you changed your religious preference? (1) Yes (2) No 19. [ ] 30

20. If yes, how many times? 20. [ ] 31

21. What is/was your fathers occupation? If deceased or retired please indicate last occupation_____ 21. [ ] 32

22. Are you a United States Citizen? (1) Yes (2) No 22. [ ] 33

SECTION TWO

Please answer the following questions in the present tense, i.e., how would you decide today, not how you decided in the past. Indicate your response in the box to the right of each question. The number preceeding the solid vertical line correspondes to the question number in the appropriate box. Disregard the numbers to the right of the boxes.

23. Indicate the number of work-related organizations to which you hold current membership. 23. [ ] 34

A. 0
B. 1 - 2
C. 3 - 4
D. 5 - 6
E. More than the above

24. How many new friends have you made in the past year?

A. No need to make new friends.
B. 1 - 2
C. 3 - 5
D. 6 or more.
E. Cannot remember exactly.

24. [ ] 35

25. On the average, how many people do you see daily, (Excluding your immediate staff)

A. 0 - 4
B. 5 - 8
C. 9 - 12
D. 12 - 16
E. 16 or more.

25. [ ] 36

26. Which one of the following best describes what you usually do in making important decisions?

A. Make the decision and inform your boss later on.
B. Make the decision as if it were a routine matter.
C. Put the problem up to those affected by the decision.
D. Decision making is not my responsibility.
E. Take time to check with your boss.

26. [ ] 37

27. Indicate which combination of words, when placed in the following sentence, would most accurately describe you: you hear about new work-related developments_____ most of my colleagues.

A. Considerably before
B. Sooner than
C. At about the same time as
D. Later than
E. Sometime after

27. [ ] 38

28. Indicate the frequency with which your subordinates, peer, and/or superiors came to you in the past month for work related information which was not a function of your position?

A. 1 - 3
B. 4 - 7
C. 8 - 11
D. 12 - 16
E. 17 or more

28. [ ] 39

29. In the past year, how many non-routine, work-related projects have been completed for which you supplied the original idea?

A. 0
B. 1 - 2
C. 3 - 4
D. 5 - 6
E. 7 or more

29. [ ] 40

30. Which of the following do you tend to rely upon most heavily as a source of initial information for work-related projects and/or problems?

A. Literature - books, manuals, dissertations, and other items which are not published on a regular basis.
B. Vendors - representatives of, or documantation generated by suppliers or potential suppliers.
C. Personal Experience - ideas which were previously used by yourself in similar situations and recalled directly by memory.
D. Staff - selected members of your staff who are not assigned directly to the project being considered.
E. External Sources - sources which do not fall into any one of the catagories.

30. [ ] 41

31. When you hear about a new idea which may be of use to your organization you?

A. Analyze it in depth before instituting it.
B. See how it works in other organizations.
C. Turn it over to a person in your organization who is most likely to use it.
D. Discuss it and its applicability at your next conference.
E. Turn it over to a cost analyst to determine its value.

31. [ ] 42

32. When information concerning major decisions are to be made, you?

A. Recognize, among other things, that upward communications have little or no value to the management of the organization.
B. Acknowledge that an important decision about decisions is when to communicate them, if at all.
C. Insist that a decision is communicated in a language that will not antagonize its receptiveness.
D. Recognize that some restrictions may improve organizational effectiveness.
E. Insist that every decision be communicated in a language that leaves no doubt to the intent or spirit of the decision.

32. [ ] 43

33. Indicate the total number of journals, magazines, and newspapers which you regularly read.

A. 1 - 2
B. 3 - 4
C. 5 - 6
D. 7 - 8
E. 9 or more

33. [ ] 44

34. What is your present salary range?

A. $10,000 - $20,000
B. $20,000 - $30,000
C. $30,000 - $50,000
D. $50,000 - $75,000
E. $75,000 - $100,000
F. $100,000 - $150,000
G. $150,000 - $200,000
H. $200,000 - $300,000
I. $300,000 or greater

34. [ ] 45

35. Would you work at your present job for a lesser salary?

A. Yes
B. No

35. [ ] 46

36. If Yes, by how much?

A.	0 - $1,000	F.	$15,000 - $20,000
B.	$1,000 - $2,000	G.	$20,000 - $30,000
C.	$2,000 - $5,000	H.	$30,000 - $40,000
D.	$5,000 - $10,000	I.	$40,000 - $50,000
E.	$10,000 - $15,000	J.	$50,000 - $100,000

36. [ ] 47

37. If No, why not?

A. Money is very important to you.
B. You are worth what you are being paid.
C. For your unique skills, you will not work for less than your present salary.
D. Money is not a direct concern to you, but it is important to your family.
E. Present earning power is necessary to provide a portfolio for future security.

37. [ ] 48

38. How do you feel about the time you have to do your work?

A. Have time for everything without feeling pushed.
B. Wish you had a little more time to plan and to think.
C. Necessary to keep pushing to get everything done.
D. Very hard to do what is expected of you in the time available.
E. Never seem to have enough time to do everything.

38. [ ] 49

39. With respect to the amount of time you spend at "work"

A. You do not view your position as having fixed working hours
B. You consider yourself as a professional that will give whatever amount of time is required, at the time, to accomplish the present undertaking.
C. As a general rule, you accomplish at least or more work outside the office than while working at the office.
D. You simply feel that working hours are for "others" and you give whatever time is required to accomplish a task and work at it until it is completed.
E. You try not to allow your outside personal interests to cause you to mismanage your time.

39. [ ] 50

40. Of the situations given, which of these best describes your work routine?

A. You have time in your daily routine to spend time on the unexpected.
B. As a general rule, your daily schedule is very heavy.
C. If it were not for your subordinates taking up a good part of your time, you would have more than enough time to expand your involvement in the company's business.
D. You have no difficulty with the management of your time since you set a fixed and precise daily schedule, allowing time for your seniors, subordinates, and whatever is left belongs to you.
E. You are concerned with the amount of time you have to spend at the office, because you feel your superiors interpret this as an indicator of ineffectiveness.

40. [ ] 51

41. You are about to propose a new policy which you feel is good for the organization. You intuitively believe, however, that you will have difficulty convincing certain segments of the organization. You are further aware that unless you receive almost across the board concurrence, top management will not institute the policy. How would you go about "seeing to it" that your policy is accepted?

A. Work around the opposition, by going directly to top management and attempt to convince them with the profitability of your proposed policy.
B. Determine who your supporters are and seek their assistance to favorably impress the opposition.
C. Specifically, identify those individuals who are opposed and attempt to convince them individually.
D. Ignore the opposition and continue with your new policy changes.
E. Postpone introduction of the policy change and wait for better timing.

41. [ ] 52

42. As a decision maker:

A. You accept success and failure equally.
B. When you have failed, you have accepted the consequences and continued on as before.
C. When you fail you accept the consequences and will analyze the causative factors thereto. Such a set back will not deter your future efforts.
D. Your aim is to always succeed no matter what procedures or methods must be employed to accomplish you objectives.
E. You are successful because you thoroughly investigate the parameters surrounding the decision about to be made.

42. [ ] 53

43. Assume you are considering several proven company executives for a promotion. However, you consider the best among them to be a "maverick" with respect to his management/leadership style. If you decide on selecting the "maverick" would you?

A. Insist that his management/leadership style conform to present organization policies.
B. Modify the organization to adjust to his management/leadership style.
C. Prefer to allow him to operate as he pleases so long as his performance results in a highly satisfactory performance.
D. Prefer to allow him to operate within his style, but at the appropriate time tactfully remind him that the company policies are sound and will prove beneficial to him in the long run.
E. You would not select the "maverick."

43. [ ] 54

44. If you have just been promoted two levels above your present position (same company), you would function at this new level?

A. By proceeding cautiously before making decisions.
B. By waiting to gain confidence and with additional experience make decisions faster than when initially assigned.
C. With no delay in decision making because earlier training and experience adequately prepared you for this increased responsibility.
D. Because in the past when assigned to a new or unfamiliar area, you had no difficulty in commanding the new job and therefore, would anticipate no delay in decision making now.
E. By operating at this higher level may require you to grow into the job simply because of the scope of the position.

44. [ ] 55

45. As you reflect on your career, judge the present, and postulate about the future regarding the relationship with your family, family responsibilities and demands of your present position, how would you best describe the way in which the relationship exists or developed?

A. Family responsibilities were/are not neglected since a mutual bond of understanding developed as you proceeded through your career, wherein the family was/is supportive of your professional goals.
B. Your family has/did not place you in a position wherein you had to choose between family or professional goals.
C. Family obligations occassionally have taken a secondary position if your professional goals and requirements of your job were to be attained. However, you attempted to make it up to the family whenever the occasion(s) allowed.
D. You attempted to make a compromise decision between family and job, but rarely sacrificed the family.
E. Sometimes, demands of the job, i.e., time sensitive issues, demanded that you put more hours on the job than you would like.

45. [ ] 56

46. In a position that you feel is not exactly what you want:

A. You do whatever is required and receive what you believe to be only minimal personal or professional satisfaction from the results of your efforts.
B. You consider the results of your efforts to be neglegible and in fact believe your efforts to be "dog work."
C. You consider your efforts to be professionally and personally rewarding even though you are not completely happy with your present position. 46. [57]
D. You have in retrospect, almost always derived personal satisfaction from your job regardless of your personal feelings toward the assignments.
E. You do what is required, knowing or hoping that the present assignment (occupation) is only a means to an end.

47. You accepted employment with your present company:

A. Thinking or knowing that it would be only a temporary assignment, carrying with it a promise or possibility that a better position would be available in a reasonable time.
B. Realizing that it was exactly what you wanted to do and had no desire for higher levels of aspiration.
C. Because of your specific or unique skills that were desired by the employer, who was willing to pay you commensurate with your proven abilities. 47. [58]
D. Because of your unique skills that were desired by the employer but you also set your remuneration schedule.
E. Because there were no other positions available or opportunities that suited you.

48. When you take a vacation:

A. You find it is most benefical to take one long vacation as opposed to several short vacation trips.
B. You fit your vacation schedule into what the organization will allow you to take.
C. You find it best to schedule your vacation with the needs and desires of your family. 48. [59]
D. You do not take long vacations (more than 2 weeks) because you recognize that you will have to work twice as hard to catch up on your work when you return.
E. You take vacations only for reasons of health.

49. How good is your health?

A. Poor - need rest and/or medical treatment to attack the rigorous of daily business activity.
B. Based upon your judgement and substantiated by your physicians evaluation you are in good health for your age.
C. Based upon your judgement and supported by your physicians evaluation you are in better health then someone of your age. 49. [60]
D. Fair - you recognize the need to keep yourself physically toned up, but your demanding schedule has precluded you from adhering to a set exercise schedule.
E. Perfect - can drive hard on any job, night or day.

SECTION THREE

Please answer the following questions in the present tense, i.e., how would you decide today, not how you decided in the past. Indicate your response in the box to the right of each question. The number preceeding the solid vertical line corresponds to the question number in the appropriate box. Disregard the numbers to the right of the boxes.

50. You have decided to terminate a company executive who is a personal friend. Which best describes what you would do?

A. Discuss the matter with him over the telephone.
B. Delegate the act of termination to someone else.
C. Delay notification until an opportune time.
D. Write a memo specifying the termination and its reasons.
E. Discuss the matter with him directly.

50. ☐ 61

51. Select the one situation which causes you the most conflict.

A. Your family accuses you of being married to your job, and demands more time with you.
B. You have been directed to reorganize your activity to a mode you objected to in the past.
C. Your company expects you to violate your personal ethics.
D. Your subordinate directly countermands your directions, however, his actions have lead to increased productivity.
E. You have a difference of opinion with your board of directors on the goals and objectives of the organization you head.

51. ☐ 62

52. Your advisory board of ten members disagrees with you on an issue in which you strongly believe. What is the highest level of opposition you would tolerate before yielding to board advice?

	FOR		AGAINST
A.	0	-	10
B.	2	-	8
C.	3	-	7
D.	4	-	6
E.	5	-	5

52. ☐ 63

53. Assume that for some reason a very close friend is forced to find another job. Some of the companies he has contacted are new and although their future success is uncertain, they offer potential salaries above that which he is now receiving. Indicate which company you would advise your friend to join.

	CHANCES FOR COMPANY SUCCESS	PROSPECTIVE SALARY INCREASE
A.	2 in 10	200%
B.	4 in 10	100%
C.	6 in 10	50%
D.	8 in 10	25%
E.	Survival Guaranteed	0%

53. ☐ 64

54. Your company has grown significantly in the past two years, and is now at capacity. You are considering expansion into a revolutionary new product line. The potential for a substantial return on investment is high if you enter now but will diminish rapidly if you delay. What would you do?

A. Do more research before making a decision.
B. Limit expansion to current product line.
C. Pursue it no further.
D. Invest in new product line.
E. Seek expansion through merger.

54. ☐ 65

55. Indicate the one best description of your actions while working under tight time constraints for a considerable period.

A. You delegate part of your tasks.
B. You continually seek additional tasks to be performed.
C. You set aside part of the work for another time.
D. You set up a priority for the tasks, then follow the priority.
E. You are still open to ideas for additional tasks.

55. ☐ 66

56. How frequently do you feel you have been right when faced with making decisions which are not backed with factual material?

A. Less than 50% of the time.
B. 50 - 60% of the time.
C. 60 - 70% of the time.
D. 70 - 80% of the time.
E. Greater than 80% of the time.

56. ☐ 67

7. You manage a medium sized construction firm and recently learned of a new building material which is used extensively in Europe but has never been adopted in the United States. The building material appears to have several advantages in terms of substantial cost reduction, superior insulation qualities, and relative ease in construction as compared to its counterpart in the United States.

After a thorough investigation, one of your engineers obtained extensive and reliable information on the characteristics, costs, and advantages of the new material. Further, your company could easily obtain exclusive manufacturing rights for use in the United States.

Indicate which of the following would best describe your approach to the building material.

A. Utilize the new idea in the firm's next major building project so as to take advantage of the substantial cost savings.
B. Use the building material in one of the firm's small, local building projects so as to test its acceptance.
C. Construct a non-commercial prototype.
D. Engage the services of an independent consultant.
E. Wait until the building material has received considerable commercial application in the United States.

57. ☐ 68

8. It has been brought to your attention that two of your key people have had a fight. The conflict continues to adversely affect the performance of their departments. What would you do?

A. Attempt to resolve the issue with each individual separately.
B. Do not get involved; let them resolve the issue themselves.
C. Call a conference to identify issues and resolve differences.
D. Direct them to drop the issue and get on with business.
E. Listen to the case, make judgement, and take appropriate action.

58. ☐ 69

9. You and several others have been competing for the Chief Executive Office (CEO) position, which you confidently expected to receive and highly desire. You were just informed that a young "tiger" has been selected for the position, and you consider him to be less competent than you. You have received a memo from the retiring CEO to bring the new CEO up to speed. What would you do?

A. Resign.
B. Give token conformance and let the new CEO meet the challenge on his own.
C. Accept the assignment.
D. Take time off to think about the situation.
E. Accept the assignment, while looking for a position in another company.

59. ☐ 70

Please think about what you do in your job in relation to handling subordinates. Indicate in the box to the right the one that best describes what you do.

60. A. I feel that accepted plans should generally represent the ideas of my subordinates.
OR
B. I expect subordinates to carry out plans I have prepared. 60. 7

61. A. I am not so concerned with establishing close personal relationships as in getting subordinates to follow my example.
OR
B. I develop a close personal relationship with subordinates because I believe this marks out a good manager. 61. 7

62. A. I believe that firm discipline is important to keep the work moving.
OR
B. I think that disciplining employees does more harm than good. 62. 7

63. A. I am constantly concerned with high standards of performance and encourage subordinates to reach these standards.
OR
B. When a subordinate fails to perform I let him know of the failure in a firm and reasoned manner. 63. 7

64. A. I think that subordinates should be able to overcome difficulties in the way to achievement themselves.
OR
B. When alternatives are described to me I am not long in indicating the course of action I prefer. 64. 7

65. A. When I make a decision, I take the additional step of persuading my subordinates to accept it.
OR
B. I believe that subordinates should not be too discouraged by setbacks in the job, but rather should be able to clear blockages themselves. 65. 76

66. A. In the long run, I will fire a man I consider to be unmanageable.
OR
B. I discourage arguments which upset the harmony amongst subordinates. 66. 77

67. A. I reward good work and feel that punishment for non-performance has limited use.
OR
B. When I discipline a subordinate I am definite in letting him know what he has done wrong. 67. 78

APPENDIX D

Keypunch Instructions

The data from the test instrument "Executive Judgmental Perceptions" (APPENDIX C) was transferred to two 80 column cards for processing by the SPSS package on the computer. To describe the input form of the data, this appendix provides the keypunch locations in the first section and peculiar coding conventions of specific questions in the second section.

APPENDIX D

Keypunch Instructions

SECTION I

The following is the definition of the data locations on the 80 column cards for keypunching purposes. All data to be entered on the card is to be numeric only.

KEYPUNCH LOCATIONS

CARD 1

DATA ENTRY	CARD COL.	DATA ENTRY	CARD COL.
Question 1 Response	1	Question 26 Response	37
Question 2 Response	2	Question 27 Response	38
Question 3 Response	3-4	Question 28 Response	39
Question 4 Response	5-6	Question 29 Response	40
Question 5 Response	7	Question 30 Response	41
Question 6 Response	8-9	Question 31 Response	42
Question 7 Response	10-12	Question 32 Response	43
Question 8 Response	13	Question 33 Response	44
Question 9 Response	14-15	Question 34 Response	45
Question 10 Response	16	Question 35 Response	46
Question 11 Response	17	Question 36 Response	47
Question 12 Response	18	Question 37 Response	48
Question 13 Response	19	Question 38 Response	49
Question 14 Response	20-22	Question 39 Response	50
Question 15 Response	23-24	Question 40 Response	51

DATA ENTRY	CARD COL.	DATA ENTRY	CARD COL.
Question 16 Response	25-26	Question 41 Response	52
Question 17 Response	27-28	Question 42 Response	53
Question 18 Response	29	Question 43 Response	54
Question 19 Response	30	Question 44 Response	55
Question 20 Response	31	Question 45 Response	56
Question 21 Response	32	Question 46 Response	57
Question 22 Response	33	Question 47 Response	58
Question 23 Response	34	Question 48 Response	59
Question 24 Response	35	Question 49 Response	60
Question 25 Response	36	Questionnaire Code Number	61-63
		Data Received	64-68

KEYPUNCH LOCATIONS

CARD 2

DATA ENTRY	CARD COL.
Questionnaire Code Number	1-3
Data Received	4-8
Question 50 Response	10
Question 51 Response	11
Question 52 Response	12
Question 53 Response	13
Question 54 Response	14
Question 55 Response	15
Question 56 Response	16
Question 57 Response	17
Question 58 Response	18
Question 59 Response	19
Question 60 Response	20
Question 61 Response	21
Question 62 Response	22
Question 63 Response	23
Question 64 Response	24
Question 65 Response	25
Question 66 Response	26
Question 67 Response	27

SECTION II

Special Coding - special coding was required to convert alphabetic data into numeric codes adaptable to ADP processing. The following describes the coding used:

a. Questions 1, 3, 5, 8, 10, 12, 15, 18, 19 and 22 are coded within the question on the instrument itself.

b. In all other cases (except questions 34 and 36) the following code applies:

A = 1

B = 2

C = 3

D = 4

E = 5

c. For questions 34 and 36 the following code applies:

A = 0 E = 4 I = 8

B = 1 F = 5 J = 9

C = 2 G = 6

D = 3 H = 7

d. Questions 2, 11, 18 and 21 have their responses coded by means of grouping the data. The detailed groupings are displayed in the following tables.

QUESTION 2: POSITION HELD WITHIN ORGANIZATION
PRIVATE SECTOR POPULATION

Group 1

Chairman

Chairman & C.E.O.

C.E.O.

C.E.O. & President

President and Chairman

President

Chairman, President & Acc't Executive

Chairman, President & C.E.O.

Group 2

Vice Chairman & Executive Officer

Vice Chairman

Group 3

Executive V.P.

Vice President

V.P. Production

V.P. Marketing Research

V.P. International Ops

V.P. Research & New Acquisitions

V.P. General Manager

V.P. Manufacturing Staff

V.P. Finance

Senior V.P. Sales

Senior V.P.

Group 4

Administrative Assistant, Corporate

General Manager

Financial Manager

Associate (F.M. Consult)

Inter-nation Marketing Manager

Senior Staff Officer (Law and Finance)

Public Affairs Officer

Manager, MPR, PLG, and DEV

Assistant Corporation Controller

Group 5

Self Employed

QUESTION 11: MAJOR FIELD OF STUDY
PRIVATE SECTOR POPULATION

Group 1 - Hard Science (Eng.)

Electronics

Mechanical & Elec. Eng.

Civil Engineering

Electrical Engineering

Industrial Engineering

Engineering

Aero Engineering

Mechanical Engineering

Group 2 - Hard Sciences (Other)

Medicine

Pharmacy

Zoology

Science

Chemistry, Physics, Biology

Chemistry

Mathematics

Group 4 - Business

Business Administration

Accounting

Business

Business Management

Finance

Public Administration

Industrial Relations

Marketing

CPA

Industrial Administration

Industrial Science

Group 5 - Overlapping Fields

Engineering & Business

Group 6 - Miscellaneous Fields

Agriculture & Education

Agriculture

Group 3 - Soft Sciences

Social Science

Economics

History

Philosophy

Liberal Arts

Law

Economics & Law

Education

Group 7

Greater than High School, but less than Bachelors level

QUESTION 18: RELIGIOUS PREFERENCE

PRIVATE SECTOR POPULATION

Elaboration of religious denomination preferences (responses 4 and 5, question 18).

Response 4 (Religious preference, other)

Greek Orthodox

Jesus Christ of Latter Day Saints

Agnostic

Response 5 (Protestant denomination preference)

Protestant (No affiliation/preference)

Presbyterian

Epsicopalian

Congregational

Lutheran

Methodist

Baptist

QUESTION 21: FATHERS' OCCUPATION
PRIVATE SECTOR POPULATION

Group 1-Blue Collar

Fireman

Mechanic

Plumber

Tailor

Trainman

Clerk

Chef

Laborer

Railroad Agent

Railroad Conductor

Police

Group 2-Prof. (High)

Engineer

Attorney

Educator

Doctor

Dentist

Minister

Chairman of Corporation

President of The Corp.

Oil Field Super.

V.P. Production

Metallurgist

Executive

Sec. of High Comm.

Financial Manager

Financial Executive

Industrialist

Group 3-Prof. (Low)

Selling Executive

Broker

Consulting Investor

Building Engineer

Editor/Publisher

Printer

Manufacturing

Group 4-White Collar

Wholesaler

Business Manager

Manager V.A. Hospital

Insurance Salesman

Sales Manager

Retail Lumber

Indust. Set-Up Man

Inspector

County Registrar

Owner of Business

Grocer

Estate Manager

Group 5-Agriculture

Farming

Cattleman

Group 2-Prof. (High)	Group 4-White Collar
President of a Corp.	Contractor
V.P. very large Corp.	Office Manager
Banker	Merchant
Business Executive	Brewer
Industrial Executive	Selling
Importer	Whole Paper Dealer

QUESTION 2: POSITION HELD WITHIN ORGANIZATION
PUBLIC SECTOR POPULATION

Because of the extreme variety of responses, no attempt was made to code the responses to this question.

QUESTION 11: MAJOR FIELD OF STUDY
PUBLIC SECTOR POPULATION

Group 1-Hard Sciences (Eng.)

Engineer

Aero Engineer

Electrical Engineer

Civil Engineer

Mechanical Engineer

Nuclear Engineer

Group 2-Hard Sciences (Other)

Physics

Oceanography

Chemistry

Geo-Physics

Physics/Math

Mathematics

Meterology

Science

Physiology

Group 3-Soft Science

Psychology

Law

Educational Tech

History and Bible

Economics

Group 4-Business

International Transportation

Personnel Administration

Finance

Public Administration

Business

Accounting

Systems Management

Business Administration

Management

Engineering Management

Industrial Management

Business and Public Policy

Group 5-Other

Control Systems

Research and Development

Technical

QUESTION 18: RELIGIOUS PREFERENCE
PUBLIC SECTOR POPULATION

Elaboration of religiious denomination preference (responses 4 and 5, question 18).

Response 4 (religious preference, other)

Unitarian

Response 5 (Protestant denomination preference)

Protestant (No preference/affiliation)

Presbyterian

Episcopalian

Congregational

Lutheran

Baptist

Methodist

Nazarene

Unitarian

Disciples of Christ

QUESTION 21: FATHERS' OCCUPATION
PUBLIC SECTOR POPULATION

Group 1-Blue Collar

Laborer
Typesetter
Plumber
Train Dispatcher
Tailor
Baker
Prospector
Carpenter
Postman
Service Station Oper.
Production Foreman
Financial Clerk
Police Clerk
Dry Cleaner
Timekeeper
Utility Man
Clerical Worker
Textile Worker
Railroad Lineman
Truck Driver
Gardener
Saw Filer
Oil Worker
Mechanic
Photo Engraver
Roofer
Nurseryman
Bricklayer
Brakeman
Aircraft Exam.
Computer Oper.
Railroad Conduct.
Railroad Eng.
Clerk
Electrician
Construction Wkr.
Foreman
Military
Wire Drawer

Group 2-Prof. (High)

Doctor
Minister
Educator
Lawyer
Engineer
Dentist

Group 3-Prof. (Low)

Business Manager
Restauranteur
Self Employed
Credit Manager
Retail Food
Stock Broker
Cigar Manufacturer
Sales Manager
Businessman
Laundry Owner
Aircraft Mgmt. Company
Housing Project Mgr.
Manufacturer
Printer
Management Consultant
Manufacturing Management

Group 1-Blue Collar	Group 2-Prof. (High)
Meatpacker	Pharmacist
Mill Worker	Economist
Racehorse Trainer	University Prof.
	Naval Officer
Group 4-White Collar	**Group 5-Agriculture**
Real Estate	Cattleman
Salesman	Sheepman
Insurance Broker	Farmer
Contractor	Rancher
Superintendent	
Insurance Salesman	
Corporate Secretary	
Building Contractor	
Lumber Company	
Small Business Owner	
Fund Raiser	
CPA	
Tobacco Buyer	
Shop Manager	
Merchant	
Newspaper Advertising	
Assessor	
Accountant	

Group 4-White Collar

Storekeeper

U.S. Govt. (Civil Service)

Furrier

Draftsman

Marketing

Vehicle Maintenance Manager

APPENDIX E

To allow the reader to interpret the raw data responses to each question, this appendix provides an individual histogram of the responses received for each question from each population. The histograms are followed immediately by the appropriate statistics applying to that question, population, and responses received. For ease of comparison, the responses to one question from each of the sub-populations as well as the total are displayed on one page.

The display format used has the combined population responses in the upper left hand portion of each page, the Executive population in the upper right hand portion, the "Super" population in the lower left hand portion, and the GS-15/14/13 population in the lower right hand portion of each page. The word immediately following the term "file" at the head of each histogram describes the population from which the responses were received. The term VAR refers to the variable or question number from the questionnaire. A brief name has been assigned each question and follows the term VAR__ __ at the head of each histogram. The "X" axis displays the frequency of response with the "Y" axis providing the coded responses to the question. For ease of interpretation the questionnaire responses are provided following each histogram line.

```
VAR003    LOCATION
  CODE
                I
  1.00 *** (     8)
                I  NEW ENGLAND
                I
  2.00 ************************************** (   148)
                I  EASTERN
                I
  3.00 ***** (    14)
                I  SOUTHEAST
                I
  4.00 ******** (    27)
                I  NORTH CENTRAL
                I
  5.00 *** (     8)
                I  SOUTH CENTRAL
                I
  6.00 **** (    13)
                I  NORTHWEST
                I
  7.00 ************************ (    91)
                I  SOUTHWEST
                I
  9.00 * (      1)
                I  HAWAII
                I
 10.00 * (      1)
                I  OVERSEAS
                I
 11.00 ** (     2)
                I  INTERNATIONAL
                I
 12.00 * (      1)
                I  ROCKY MTS
                I
 13.00 * (      1)
                I  CANADA
                I
 24.00 * (      1)
                I
                I
    0 ** (     4)
(MISSING)       I
                I
                I.........I.........I.........I.........I.........I
                0        40        80       120       160       200
                FREQUENCY
```

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 3

MEAN	4.131	STD ERR	.151	MEDIAN	2.714
MODE	2.000	STD DEV	2.674	VARIANCE	7.149
KURTOSIS	8.418	SKEWNESS	1.774	RANGE	23.000
MINIMUM	1.000	MAXIMUM	24.000	SUM	1297.000
C.V. PCT	64.731	.95 C.I.	3.834	TO	4.427

VALID CASES 314 MISSING CASES 4


```
VAR003    LOCATION
  CODE
                I
  1.00 ****** (     9)
                I  NEW ENGLAND
                I
  2.00 ************************************** (    3A)
                I  EASTERN
                I
  3.00 ********** (     9)
                I  SOUTHEAST
                I
  4.00 ************************ (    23)
                I  NORTH CENTRAL
                I
  5.00 ******* (     6)
                I  SOUTH CENTRAL
                I
  6.00 *********** (    10)
                I  NORTHWEST
                I
  7.00 ************************** (    25)
                I  SOUTHWEST
                I
  9.00 ** (     1)
                I  HAWAII
                I
 11.00 *** (     2)
                I  INTERNATIONAL
                I
 12.00 ** (     1)
                I  ROCKY MTS
                I
 13.00 ** (     1)
                I  CANADA
                I
    0 **** (     3)
(MISSING)       I
                I
                I.........I.........I.........I.........I.........I
                0        10        20        30        40        50
                FREQUENCY
```

MEAN	4.306	STD ERR	.225	MEDIAN	3.41
MODE	2.000	STD DEV	2.473	VARIANCE	6.11
KURTOSIS	.781	SKEWNESS	.935	RANGE	12.00
MINIMUM	1.000	MAXIMUM	13.000	SUM	521.00
C.V. PCT	57.426	.95 C.I.	3.861	TO	4.75

VALID CASES 121 MISSING CASES 3


```
VAR003    LOCATION
  CODE
                I
  2.00 ********************************************** (    46)
                I  EASTERN
                I
  3.00 ** (     1)
                I  SOUTHEAST
                I
  4.00 *** (     2)
                I  NORTH CENTRAL
                I
  7.00 ******************** (    20)
                I  SOUTHWEST
                I
 10.00 ** (     1)
                I  OVERSEAS
                I
    0 ** (     1)
(MISSING)       I
                I
                I.........I.........I.........I.........I.........I
                0        10        20        30        40        50
                FREQUENCY
```

MEAN	3.614	STD ERR	.284	MEDIAN	2.261
MODE	2.000	STD DEV	2.379	VARIANCE	5.661
KURTOSIS	4.888	SKEWNESS	.914	RANGE	8.000
MINIMUM	2.000	MAXIMUM	10.000	SUM	253.000
C.V. PCT	65.828	.95 C.I.	3.047	TO	4.182

VALID CASES 70 MISSING CASES 1


```
VAR003    LOCATION
  CODE
                I
  1.00 ** (     1)
                I  NEW ENGLAND
                I
  2.00 ********************************** (    44)
                I  EASTERN
                I
  3.00 *** (     4)
                I  SOUTHEAST
                I
  4.00 ** (     2)
                I  NORTH CENTRAL
                I
  5.00 ** (     2)
                I  SOUTH CENTRAL
                I
  6.00 *** (     3)
                I  NORTHWEST
                I
  7.00 ******************** (    46)
                I  SOUTHWEST
                I
 24.00 ** (     1)
                I
                I
                I.........I.........I.........I.........I.........I
                0        20        40        60        80       100
                FREQUENCY
```

MEAN	4.292	STD ERR	.249	MEDIAN	2.44
MODE	2.000	STD DEV	2.948	VARIANCE	8.92
KURTOSIS	13.227	SKEWNESS	2.431	RANGE	23.00
MINIMUM	1.000	MAXIMUM	24.000	SUM	523.00
C.V. PCT	70.271	.95 C.I.	3.719	TO	4.78

VALID CASES 123 MISSING CASES 0

VARIABLE AGE
CODE

30.00 ** (1)
31.00 ** (1)
32.00 ** (1)
33.00 *** (2)
34.00 *** (2)
35.00 **** (3)
36.00 ******* (6)
37.00 ****** (5)
38.00 ***** (4)
39.00 ********* (8)
40.00 ****** (5)
41.00 ******** (7)
42.00 ******** (7)
43.00 ************ (11)
44.00 ************** (13)
45.00 ************ (11)

VARIABLE AGE
CODE

37.00 ********** (2)
38.00 ****** (1)
39.00 ********** (4)
40.00 ****** (1)
41.00 ********** (2)
42.00 ****** (1)
43.00 ********** (3)
44.00 ********** (2)
45.00 ****** (1)
46.00 ****** (1)
47.00 ********** (4)
48.00 ********** (5)
44.00 ********** (2)
50.00 ********** (6)
51.00 ****** (1)
52.00 ********** (6)

VARIABLE AGE
CODE

33.00 ****** (1)
34.00 ****** (1)
36.00 ********** (2)
40.00 ****** (1)
41.00 ****** (1)
43.00 ********** (2)
44.00 ********** (2)
45.00 ********** (2)
47.00 ********** (4)
48.00 ********** (3)
49.00 ********** (5)
50.00 ********** (4)
52.00 ********** (7)
53.00 ********** (4)
54.00 ********** (8)
55.00 ********** (7)

VARIABLE AGE
CODE

30.00 *** (3)
31.00 *** (3)
32.00 *** (3)
33.00 *** (1)
34.00 *** (1)
35.00 ******** (3)
36.00 ********** (4)
37.00 ******** (3)
38.00 ******** (3)
39.00 ********** (4)
40.00 ******** (3)
41.00 ********** (4)
42.00 ********** (6)
43.00 ********** (6)
44.00 ********** (9)
45.00 ********** (8)

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 7

```
  46.00 *****  (     4)
        I
        I
  47.00 ************  (    12)
        I
        I
  48.00 **********  (     9)
        I
        I
  49.00 ************  (    12)
        I
        I
  50.00 ******************  (    17)
        I
        I
  51.00 ********  (     7)
        I
        I
  52.00 ************************  (    20)
        I
        I
  53.00 ****************************  (    24)
        I
        I
  54.00 ****************  (    15)
        I
        I
  55.00 ************  (    12)
        I
        I
  56.00 ********************  (    19)
        I
        I
  57.00 ********  (     7)
        I
        I
  58.00 ************  (    11)
        I
        I
  59.00 ***********  (    10)
        I
        I
  60.00 ***********  (    10)
        I
        I
  61.00 *****  (     4)
        I
        I
  62.00 *****  (     4)
        I
        I
  63.00 ************  (    12)
        I
        I
```

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 6

```
  53.00 **********************************  (     6)
        I
        I
  54.00 ***********************  (     4)
        I
        I
  55.00 ***********************  (     4)
        I
        I
  56.00 **********************************  (     6)
        I
        I
  57.00 ******  (     1)
        I
        I
  59.00 ****************  (     3)
        I
        I
  60.00 ******  (     1)
        I
        I
  61.00 ******  (     1)
        I
        I
  63.00 ****************  (     3)
        I
        I
        I.........I.........I.........I.........I
        0         2         4         6         8        10
        FREQUENCY
```

MEAN	50.183	STD ERR	.788	MEDIAN	51.000
MODE	50.000	STD DEV	6.640	VARIANCE	44.095
KURTOSIS	-.604	SKEWNESS	-.204	RANGE	26.000
MINIMUM	37.000	MAXIMUM	63.000	SUM	3563.000
C.V. PCT	13.232	.95 C.I.	48.611	TO	51.755

VALID CASES 71 MISSING CASES 0

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE

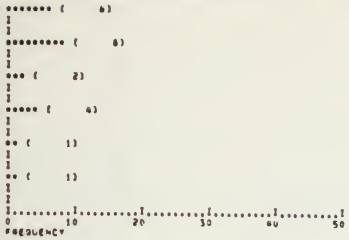
```
  96.00 ************************************************  (    48)
        I
        I
  97.00 ********************  (     8)
        T
        I
  98.00 ************************************  (    36)
        T
        I
  99.00 ********************  (     8)
        T
        I
 100.00 ************************************************  (    48)
        T
        I
 101.00 ****************  (     6)
        T
        I
 102.00 ********************  (     8)
        I
        I
 103.00 ************************************  (    36)
        T
        I
 104.00 ********************  (     8)
        I
        T
 105.00 **********************************  (    34)
        T
        I
 106.00 **********  (     4)
        T
        I
 107.00 ********************  (     8)
        T
        I
 112.00 ******  (     2)
        T
        I
 119.00 ******  (     2)
        T
        I
        I.........I.........I.........I.........I
        0         2         4         6         8        10
        FREQUENCY
```

MEAN	99.804	STD ERR	.492	MEDIAN	98.100
MODE	96.000	STD DEV	7.707	VARIANCE	59.393
KURTOSIS	.772	SKEWNESS	-.455	RANGE	44.000
MINIMUM	83.000	MAXIMUM	119.000	SUM	4928.000
C.V. PCT	13.810	.95 C.I.	94.937	TO	93.174

VALID CASES 124 MISSING CASES 0

16 AUG 76 FILE = GSISI413 = CREATED 16 AUG 76 PAGE

```
  46.00 ********  (     3)
        I
        I
  47.00 ***********  (     4)
        T
        I
  48.00 ***  (     1)
        T
        I
  49.00 **************  (     5)
        I
        I
  50.00 ******************  (     7)
        I
        I
  51.00 *****************  (     6)
        T
        T
  52.00 ******************  (     7)
        I
        I
  53.00 **********************************  (    12)
        T
        I
  54.00 ********  (     3)
        I
        I
  55.00 ***  (     1)
        I
        I
  56.00 ********  (     3)
        I
        I
  57.00 ******  (     2)
        I
        I
  58.00 ********  (     3)
        I
        I
  59.00 ********  (     3)
        I
        I
  63.00 ***  (     1)
        T
        I
  64.00 ******  (     2)
        I
        I
  65.00 ******  (     2)
        T
        I
        I.........I.........I.........I.........I
        0         4         8        12        16        20
        FREQUENCY
```



MEAN	51.140	STD ERR	.272	MEDIAN	52.050
MODE	53.800	STD DEV	8.819	VARIANCE	70.804
KURTOSIS	-.295	SKEWNESS	-.091	RANGE	49.000
MINIMUM	30.400	MAXIMUM	79.000	SUM	16249.000
C.V. PCT	16.887	.95 C.I.	50.232	TO	52.084

VALID CASES 318 MISSING CASES 0

MEAN	47.041	STD ERR	.694	MEDIAN	46.825
MODE	53.000	STD DEV	7.693	VARIANCE	59.187
KURTOSIS	-.422	SKEWNESS	.096	RANGE	34.000
MINIMUM	30.000	MAXIMUM	65.000	SUM	5784.000
C.V. PCT	16.355	.95 C.I.	45.687	TO	48.414

VALID CASES 123 MISSING CASES 0

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 10

VAR005 SEX
CODE

1.00 *** (24)
I FEMALE

2.00 ********** (293)
I MALE

0 * (1)
(MISSING)

0 100 200 300 400 500
FREQUENCY

MEAN	1.924	STD ERR	.015	MEDIAN	1.950
MODE	2.000	STD DEV	.265	VARIANCE	.070
KURTOSIS	8.290	SKEWNESS	-3.208	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000	SUM	610.000
C.V. PCT	13.769	.95 C.I.	1.895	TO	1.954

VALID CASES 317 MISSING CASES 1

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE

VAR005 SEX
CODE

1.00 *** (93)
I FEMALE

2.00 ********** (114)
I MALE

0 * (1)
(MISSING)

0 40 80 120 160 200
FREQUENCY

MEAN	1.927	STD ERR	.024	MEDIAN	1.961
MODE	2.000	STD DEV	.261	VARIANCE	.068
KURTOSIS	8.748	SKEWNESS	-3.278	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000	SUM	237.000
C.V. PCT	13.571	.95 C.I.	1.880	TO	1.974

VALID CASES 123 MISSING CASES 1

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 8

VAR005 SEX
CODE

1.00 *** (5)
I FEMALE

2.00 ********** (66)
I MALE

0 20 40 60 80 100
FREQUENCY

MEAN	1.930	STD ERR	.031	MEDIAN	1.982
MODE	2.000	STD DEV	.258	VARIANCE	.066
KURTOSIS	9.276	SKEWNESS	-3.358	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000	SUM	137.000
C.V. PCT	13.354	.95 C.I.	1.869	TO	1.991

VALID CASES 71 MISSING CASES 0

16 AUG 76 FILE = GB151413 = CREATED 16 AUG 76 PAGE

VAR005 SEX
CODE

1.00 *** (10)
I FEMALE

2.00 ********** (113)
I MALE

0 40 80 120 160 200
FREQUENCY

MEAN	1.910	STD ERR	.025	MEDIAN	1.95
MODE	2.000	STD DEV	.274	VARIANCE	.07
KURTOSIS	7.348	SKEWNESS	-3.064	RANGE	1.00
MINIMUM	1.000	MAXIMUM	2.000	SUM	234.00
C.V. PCT	14.302	.95 C.I.	1.870	TO	1.94

VALID CASES 123 MISSING CASES 0

```
VAR006    HEIGHT
 CODE
                I
 56.00 ** (     1)
                I
                I
 57.00 ** (     1)
                I
                I
 58.00 ** (     2)
                I
                I
 59.00 ** (     1)
                I
                I
 60.00 **** (     5)
                I
                I
 61.00 *** (     4)
                I
                I
 62.00 ** (     2)
                I
                I
 63.00 *** (     3)
                I
                I
 64.00 *** (     3)
                I
                I
 65.00 *** (     4)
                I
                I
 66.00 ****** (     9)
                I
                I
 67.00 ********* (    15)
                I
                I
 68.00 *********** (    22)
                I
                I
 69.00 *********** (    22)
                I
                I
 70.00 ****************************** (    53)
                I
                I
 71.00 ***************************** (    52)
                I
                I
```



```
VAR006    HEIGHT
 CODE
                I
 60.00 ** (     1)
                I
                I
 61.00 ** (     1)
                I
                I
 62.00 *** (     2)
                I
                I
 63.00 ** (     1)
                I
                I
 64.00 *** (     2)
                I
                I
 65.00 *** (     2)
                I
                I
 66.00 *** (     2)
                I
                I
 67.00 ****** (     9)
                I
                I
 68.00 ******* (     6)
                I
                I
 69.00 ******* (     6)
                I
                I
 70.00 ************************** (    25)
                I
                I
 71.00 ************************** (    23)
                I
                I
 72.00 ********************* (    20)
                I
                I
 73.00 ************ (    11)
                I
                I
 74.00 ********* (     8)
                I
                I
 75.00 ****** (     5)
                I
                I
```



```
VAR006    HEIGHT
 CODE
                I
 61.00 *** (     1)
                I
                I
 63.00 *** (     1)
                I
                I
 64.00 *** (     1)
                I
                I
 66.00 ********** (     4)
                I
                I
 67.00 ************** (     4)
                I
                I
 68.00 ************* (     5)
                I
                I
 69.00 ***************** (     6)
                I
                I
 70.00 ************************************ (    10)
                I
                I
 71.00 ***************************** (    10)
                I
                I
 72.00 ********************************** (    12)
                I
                I
 73.00 ******** (     3)
                I
                I
 74.00 ******** (     3)
                I
                I
 75.00 *** (     1)
                I
                I
 76.00 ****** (     2)
                I
                I
 77.00 ****** (     2)
                I
                I
       I.........I.........I.........I.........I.........I
       0         4         8         12        16        20
       FREQUENCY
```



```
VAR006    HEIGHT
 CODE
                I
 46.00 ** (     1)
                I
                I
 47.00 ** (     1)
                I
                I
 48.00 *** (     2)
                I
                I
 50.00 ** (     1)
                I
                I
 60.00 ***** (     4)
                I
                I
 61.00 *** (     2)
                I
                I
 43.00 ** (     1)
                I
                I
 65.00 *** (     2)
                I
                I
 66.00 **** (     3)
                I
                I
 67.00 ***** (     4)
                I
                I
 68.00 ************ (    11)
                I
                I
 69.00 ************ (    10)
                I
                I
 70.00 ***************** (    14)
                I
                I
 71.00 ********************* (    19)
                I
                I
 72.00 ************************ (    21)
                I
                I
 73.00 ****************** (    16)
                I
                I
```

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 13

```
  72.00 ************************** (    93)
                I
                I
  73.00 ***************** (    30)
                I
                I
  74.00 ********** (    19)
                I
                I
  75.00 ***** (     7)
                I
                I
  76.00 **** (     6)
                I
                I
  77.00 *** (     3)
                I
                I
  78.00 ** (     1)
                I
                I
        I.........I.........I.........I.........I.........I
        0        20        40        60        80       100
        FREQUENCY
```

MEAN	70.170	STD ERR	.197	MEDIAN	70.731
MODE	70.000	STD DEV	3.508	VARIANCE	12.305
KURTOSIS	2.602	SKEWNESS	-1.303	RANGE	22.000
MINIMUM	58.000	MAXIMUM	78.000	SUM	22314.000
C.V. PCT	4.999	.95 C.I.	69.783	TO	70.557
VALID CASES	318	MISSING CASES	0		

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 11

```
  70.00 ********** (    19)
                I
                I
  71.00 ********** (    19)
                I
                I
  72.00 ********** (    19)
                I
                I
  73.00 ********** (    19)
                I
                I
  74.00 ********** (    19)
                I
                I
  75.00 ********** (    19)
                I
                I
  76.00 ********** (    19)
                I
                I
  77.00 ********** (    19)
                I
                I
  78.00 ********** (    19)
                I
                I
        I.........I.........I.........I.........I.........I
        0        10        20        30        40        50
        FREQUENCY
```

MEAN	70.197	STD ERR	.358	MEDIAN	70.321
MODE	70.000	STD DEV	3.012	VARIANCE	9.075
KURTOSIS	.754	SKEWNESS	-.286	RANGE	16.000
MINIMUM	61.000	MAXIMUM	77.000	SUM	4984.000
C.V. PCT	4.291	.95 C.I.	69.484	TO	70.910
VALID CASES	71	MISSING CASES	0		

16 AUG 76 FILE = PREF = CREATED 16 AUG 76 PAGE

```
  74.00 *** (     2)
                I
                I
  77.00 ** (     1)
                I
                I
  78.00 ** (     1)
                I
                I
        I.........I.........I.........I.........I.........I
        0        10        20        30        40        50
        FREQUENCY
```

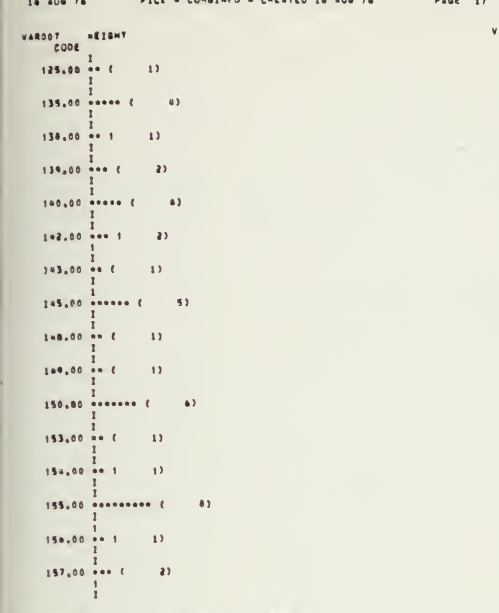
MEAN	70.805	STD ERR	.278	MEDIAN	70.8
MODE	70.000	STD DEV	3.099	VARIANCE	9.6
KURTOSIS	1.710	SKEWNESS	-.922	RANGE	18.0
MINIMUM	60.000	MAXIMUM	78.000	SUM	8755.0
C.V. PCT	4.390	.95 C.I.	70.054	TO	71.5
VALID CASES	124	MISSING CASES	0		

16 AUG 76 FILE = GS151413 = CREATED 16 AUG 76 PAGE

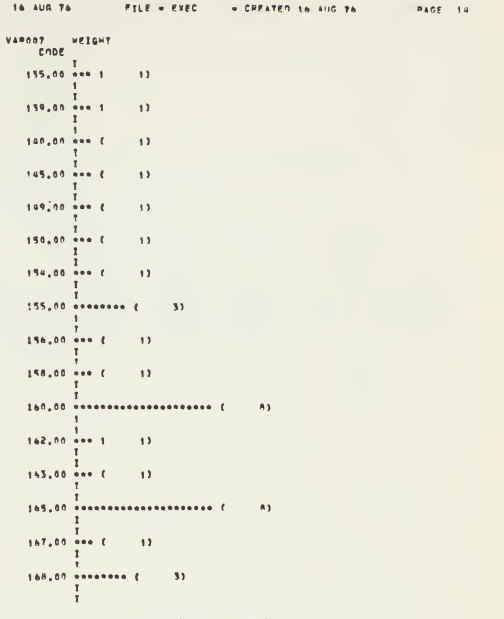
```
  74.00 ********* (     8)
                I
                I
  75.00 ** (     1)
                I
                I
  76.00 *** (     2)
                I
                I
        I.........I.........I.........I.........I.........I
        0        10        20        30        40        50
        FREQUENCY
```

MEAN	69.715	STD ERR	.368	MEDIAN	70.71
MODE	72.000	STD DEV	4.084	VARIANCE	16.68
KURTOSIS	2.125	SKEWNESS	-1.540	RANGE	20.00
MINIMUM	56.000	MAXIMUM	76.000	SUM	8575.00
C.V. PCT	5.858	.95 C.I.	68.986	TO	70.44
VALID CASES	123	MISSING CASES	0		

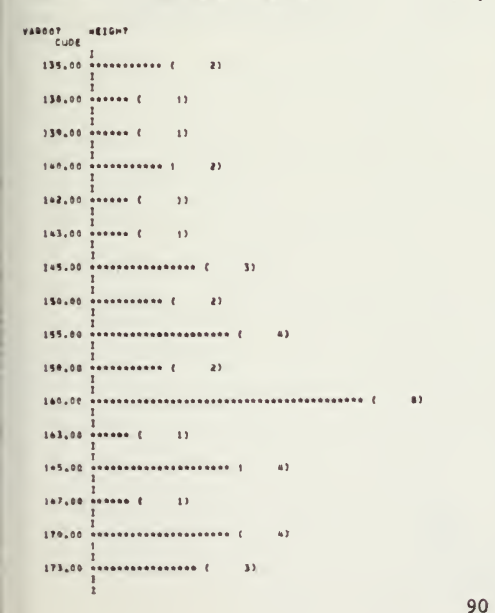
16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 17



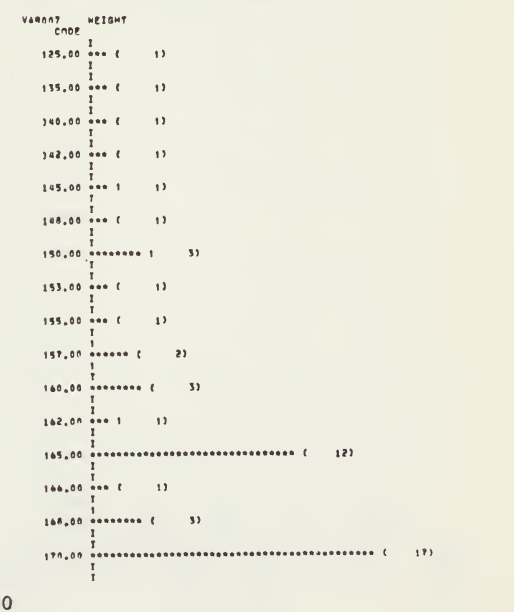
16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE 14



16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 16



16 AUG 76 FILE = G8151413 = CREATED 16 AUG 76 PAGE 15



```
158.00 **** (      3)
160.00 ******************** (     19)
162.00 *** (      2)
163.00 *** (      2)
165.00 ************************ (     24)
166.00 ** (      1)
167.00 *** (      2)
168.00 ******* (      6)
169.00 ** (      1)
170.00 ******************************** (     29)
172.00 ** (      1)
173.00 **** (      3)
174.00 ** (      1)
175.00 ************************** (     25)
176.00 ** (      1)
177.00 ** (      1)
178.00 ***** (      4)
180.00 ******************************** (     28)
```



```
175.00 ********************* (      4)
180.00 ************************** (      5)
182.00 ****** (      1)
185.00 ****** (      1)
188.00 ****** (      1)
190.00 ************************** (      5)
192.00 ****** (      1)
195.00 ************ (      2)
200.00 **************** (      3)
205.00 ****** (      1)
210.00 ****** (      1)
215.00 **************** (      3)
220.00 ************ (      2)
230.00 ****** (      1)
       I.........I.........I.........I.........I.........I
       0         2         4         6         8        10
       FREQUENCY
```

MEAN	172.803	STD ERR	2.738	MEDIAN	170.125
MODE	180.000	STD DEV	23.073	VARIANCE	532.381
KURTOSIS	-.431	SKEWNESS	.441	RANGE	95.000
MINIMUM	135.000	MAXIMUM	230.000	SUM	12269.000
C.V. PCT	13.352	.95 C.I.	167.342	TO	178.264

VALID CASES 71 MISSING CASES 0


```
169.00 *** (      1)
170.00 ******************** (      8)
174.00 *** (      1)
175.00 ********************************** (     13)
176.00 *** (      1)
178.00 ****** (      2)
180.00 ********************** (      9)
182.00 *** (      1)
185.00 ********************** (      8)
187.00 ****** (      2)
189.00 *** (      1)
190.00 ************************** (     10)
191.00 *** (      1)
195.00 ************** (      5)
200.00 ***************** (      6)
205.00 ****** (      2)
210.00 ********** (      4)
215.00 ******** (      3)
```



```
172.00 *** (      1)
175.00 ********************* (      8)
177.00 *** (      1)
178.00 ****** (      2)
180.00 ************************************ (     14)
182.00 *** (      1)
185.00 ********************** (      9)
187.00 *** (      1)
190.00 ********** (      4)
191.00 *** (      1)
193.00 *** (      1)
194.00 *** (      1)
195.00 ******** (      3)
197.00 *** (      1)
198.00 *** (      1)
200.00 **************** (      6)
204.00 *** (      1)
205.00 ******** (      3)
```

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 182,00 **** (     3)
        I
        I
 185,00 ********************* (    16)
        I
        I
 187,00 **** (     3)
        I
        I
 188,00 ** (     1)
        I
        I
 189,00 ** (     1)
        I
        I
 190,00 ********************** (    19)
        I
        I
 191,00 *** (     2)
        I
        I
 192,00 ** (     1)
        I
        I
 193,00 ** (     1)
        I
        I
 194,00 ** (     1)
        I
        I
 195,00 ************ (    10)
        I
        I
 197,00 ** (     1)
        I
        I
 198,00 ** (     1)
        I
        I
 200,00 ***************** (    15)
        I
        I
 204,00 ** (     1)
        I
        I
 205,00 ******* (     6)
        I
        I
 208,00 ** (     1)
        I
        I
 210,00 ********** (     9)
        I
        *
```



```
 218,00 ****** (     2)
        I
        I
 220,00 ************** (     5)
        I
        I
 224,00 *** (     1)
        I
        I
 230,00 *** (     1)
        I
        I
 240,00 *** (     1)
        I
        I
      0 ****** (     2)
(MISSING) I
        I
        I.........I.........I.........I.........I.........I
        0         4         8        12        16        20
        FREQUENCY


MEAN        181,766      STD ERR       1,962      MEDIAN      179,611
MODE        175,000      STD DEV      21,672      VARIANCE    469,862
KURTOSIS       ,978      SKEWNESS       ,722      RANGE       125,000
MINIMUM     135,000      MAXIMUM     260,000      SUM       22195,000
C.V. PCT     11,924      ,95 C.I.    177,861            TO   185,630

VALID CASES     122      MISSING CASES     2
```



```
 208,00 *** (     1)
        I
        I
 210,00 ********** (     9)
        I
        I
 215,00 ******** (     3)
        I
        I
 222,00 *** (     1)
        I
        I
 225,00 ****** (     2)
        I
        I
 230,00 *** (     1)
        I
        I
 235,00 *** (     1)
        I
        I
 250,00 *** (     1)
        I
        I
        I.........I.........I.........I.........I.........I
        0         4         8        12        16        20
        FREQUENCY


MEAN        180,245      STD ERR       1,816      MEDIAN      178,250
MODE        170,000      STD DEV      21,248      VARIANCE    451,644
KURTOSIS       ,893      SKEWNESS       ,968      RANGE       125,000
MINIMUM     125,000      MAXIMUM     250,000      SUM       22179,000
C.V. PCT     11,786      ,95 C.I.    176,492            TO   184,077

VALID CASES     123      MISSING CASES     0
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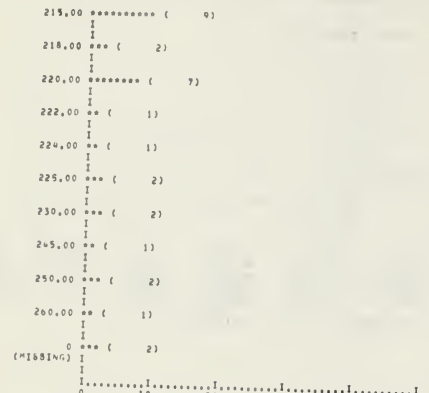


MEAN	179,168	STD ERR	1,240	MEDIAN	175,420
MODE	170,000	STD DEV	22,040	VARIANCE	485,759
KURTOSIS	,580	SKEWNESS	,541	RANGE	135,000
MINIMUM	125,000	MAXIMUM	260,000	SUM	56617,000
C.V. PCT	12,301	.95 C.I.	176,728	TO	181,607
VALID CASES	316	MISSING CASES	2		

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 22

VAR008 RACE
CODE

1.00 * (1)
I AMERICAN INDIAN
I
2.00 * (3)
I BLACK
I
3.00 * (2)
I ORIENTAL
I
4.00 * (4)
I SPANISH AMERICAN
I
5.00 ********** (308)
I WHITE
I
I.....I.....I.....I.....I.....I
0 100 200 300 400 500
FREQUENCY

MEAN	4.934	STD ERR	.023	MEDIAN	5.000
MODE	5.000	STD DEV	.411	VARIANCE	.169
KURTOSIS	51.524	SKEWNESS	-7.000	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	1509.000
C.V. PCT	8.335	.95 C.I.	4.889	TO	4.979

VALID CASES 318 MISSING CASES 0

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE 18

VAR008 RACE
CODE

4.00 * (1)
I SPANISH AMERICAN
I
5.00 ********** (123)
I WHITE
I
I.....I.....I.....I.....I.....I
0 40 80 120 160 200
FREQUENCY

MEAN	4.992	STD ERR	.008	MEDIAN	4.996
MODE	5.000	STD DEV	.090	VARIANCE	.008
KURTOSIS	119.008	SKEWNESS	-11.000	RANGE	1.000
MINIMUM	4.000	MAXIMUM	5.000	SUM	619.000
C.V. PCT	1.799	.95 C.I.	4.976	TO	5.008

VALID CASES 124 MISSING CASES 0

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 17

VAR008 RACE
CODE

1.00 ** (1)
I AMERICAN INDIAN
I
2.00 ** (3)
I BLACK
I
3.00 ** (2)
I ORIENTAL
I
5.00 ********** (68)
I WHITE
I
I.....I.....I.....I.....I.....I
0 20 40 60 80 100
FREQUENCY

MEAN	4.873	STD ERR	.075	MEDIAN	4.978
MODE	5.000	STD DEV	.631	VARIANCE	.398
KURTOSIS	28.951	SKEWNESS	-5.058	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	346.000
C.V. PCT	12.945	.95 C.I.	4.724	TO	5.023

VALID CASES 71 MISSING CASES 0

16 AUG 76 FILE = GS151013 = CREATED 16 AUG 76 PAGE 19

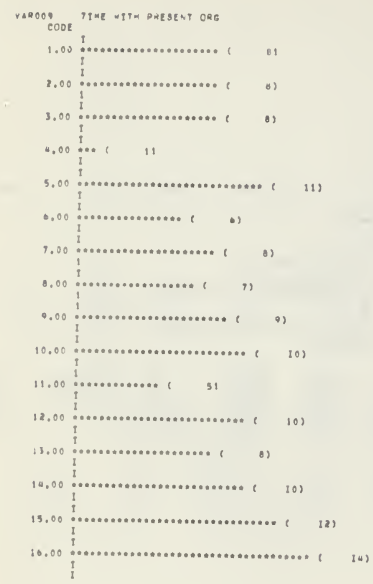
VAR008 RACE
CODE

2.00 ** (2)
I BLACK
I
3.00 * (1)
I ORIENTAL
I
4.00 ** (3)
I SPANISH AMERICAN
I
5.00 ********** (117)
I WHITE
I
I.....I.....I.....I.....I.....I
0 40 80 120 160 200
FREQUENCY

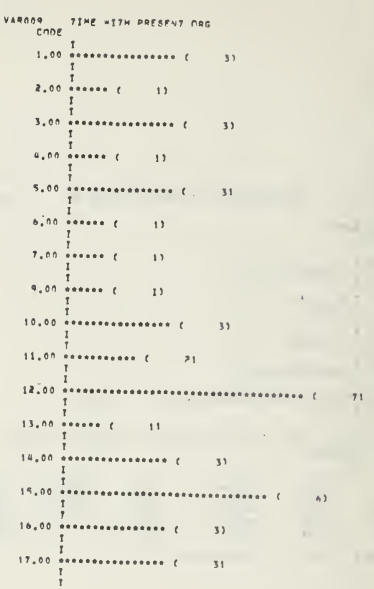
MEAN	4.911	STD ERR	.040	MEDIAN	4.974
MODE	5.000	STD DEV	.448	VARIANCE	.197
KURTOSIS	30.801	SKEWNESS	-5.510	RANGE	3.000
MINIMUM	2.000	MAXIMUM	5.000	SUM	604.000
C.V. PCT	9.035	.95 C.I.	4.831	TO	4.990

VALID CASES 123 MISSING CASES 0

VAR009 TIME WITH PRESENT ORG
CODE

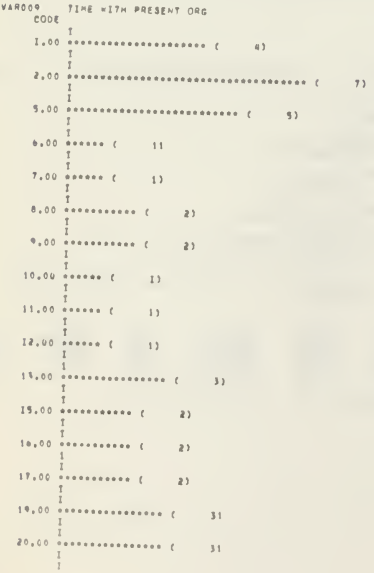


VAR009 TIME WITH PRESENT ORG
CODE

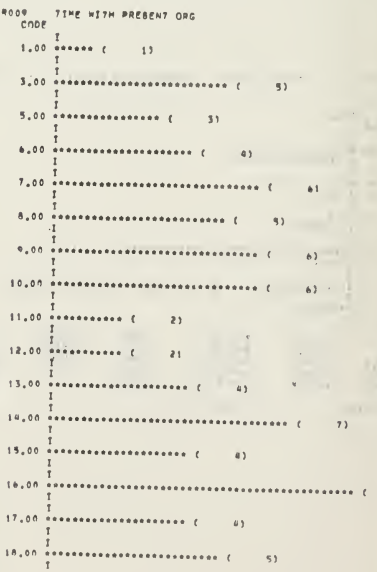


16 AUG 76 FILE = BUMER = CREATED 16 AUG 76

VAR009 TIME WITH PRESENT ORG
CODE



VAR009 TIME WITH PRESENT ORG
CODE



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 20.00 ************************************** (    15(
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       I
 23.00 ****************** (     7(
       I
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       I
 25.00 ********************************************** (    17)
       I
 26.00 ******************************** (    12)
       I
 27.00 ************************ (     9(
       I
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       I
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 30.00 ************ (     5)
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 31.00 ****** (     2)
       I
 32.00 ******** (     3)
       I
 33.00 ************ (     5)
       I
 34.00 ********** (     4(
       I
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       I
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       I
 35.00 ********************* (     4(
       I
 36.00 ***************** (     3)
       I
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 21.00 ****** (     1)
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 24.00 ****************************************** (     8)
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       I
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       I
 32.00 ********** (     2(
       I
 34.00 ****** (     1(
       I
 41.00 ****** (     (
       I
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       0         2         4         6         8         (0
       FREQUENCY

MEAN          16.535      STD ERR       1.(82      MEDIAN        (9.000
MODE          24.000      STD DEV       9.960      VARIANCE      99.195
KURTOSIS      -.949       SKEWNESS      -.078      RANGE         40.000
MINIMUM       (.000       MAXIMUM       41.000     SUM           ((74.000
C.V. PCT      60.233      95 C.I.       (4.178           TO       (8.893

VALID CASES       7(      MISSING CASES      0
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 19.00 ***************** (     3)
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       I
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       I
 23.00 ********************* (     4)
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 24.00 ********** (     2(
       I
 25.00 ********************************** (     61
       I
 26.00 ********** (     2(
       I
 28.00 ***************** (     3)
       I
 29.00 ****** (     1(
       I
 30.00 ***************** (     3(
       I
 31.00 ********** (     2(
       I
 33.00 ********** (     2(
       I
 34.00 ********** (     2(
       I
 35.00 ********** (     2)
       I
 36.00 ****** (     (1
       I
 39.00 ****** (     1(
       I
 45.00 ****** (     ((
       I
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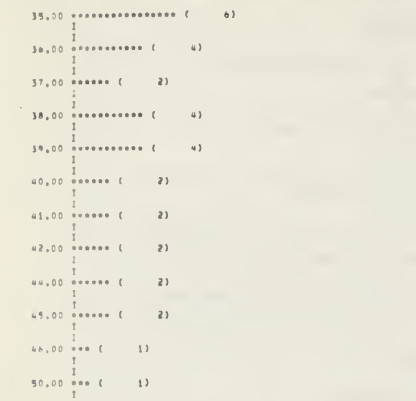
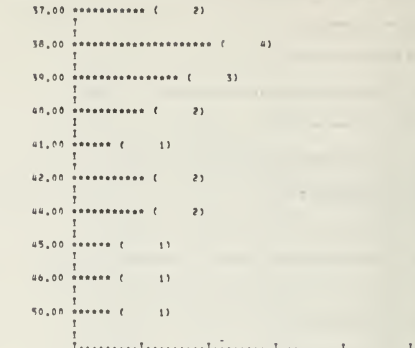


MEAN	19,575	STD ERR	.621	MEDIAN	19,633
MODE	25,000	STD DEV	11,072	VARIANCE	122,598
KURTOSIS	-,544	SKEWNESS	,506	RANGE	69,000
MINIMUM	1,000	MAXIMUM	70,000	SUM	6225,000
C.V. PCT	56,583	.95 C.I.	18,354	TO	20,797

VALID CASES 318 MISSING CASES 0



MEAN	23,331	STD ERR	1,035	MEDIAN	24,750
MODE	25,000	STD DEV	11,526	VARIANCE	132,841
KURTOSIS	-,849	SKEWNESS	-,012	RANGE	49,000
MINIMUM	1,000	MAXIMUM	50,000	SUM	2893,000
C.V. PCT	49,401	.95 C.I.	21,282	TO	25,379

VALID CASES 124 MISSING CASES 0

MEAN	17,585	STD ERR	,919	MEDIAN	16,222
MODE	16,000	STD DEV	10,199	VARIANCE	103,990
KURTOSIS	4,642	SKEWNESS	1,343	RANGE	69,000
MINIMUM	1,000	MAXIMUM	70,000	SUM	2158,000
C.V. PCT	58,001	.95 C.I.	15,726	TO	19,464

VALID CASES 123 MISSING CASES 0

10 LAST LEVEL EDUCATION
CODE

1,00 ******** (271)
I HIGH SCHOOL DIPLOMA

2,00 ********** (431)
I BA

3,00 ************************* (1021)
I BS

4,00 ******** (28)
I MBA

5,00 ** (41)
I MPA

6,00 ********************* (801)
I MASTERS

7,00 ********* (31)
I DOCTORATE

8,00 ** (2)
I LLB

8 * (1)
0INGS) I

0 10 20 30 40 50
FREQUENCY

3,987 STD ERR .107 MEDIAN 3,388
3,000 STD DEV 1,004 VARIANCE 1,005
OBIS -1,254 SKEWNESS .217 RANGE 7,000
MUM 1,000 MAXIMUM 8,000 SUM 1264,000
PCT 47,803 .95 C.I. 3,776 TO 4,198

D CASES 317 MISSING CASES 1

VAR010 LAST LEVEL EDUCATION
CODE

1,00 ********* (41)
I HIGH SCHOOL DIPLOMA

2,00 ************************** (25)
I BA

3,00 ** (471)
I BS

4,00 ******************** (18)
I MBA

5,00 ** (11)
I MPA

6,00 **************** (141)
I MASTERS

7,00 ********** (10)
I DOCTORATE

8,00 ** (1)
I LLB

0 10 20 30 40 50
FREQUENCY

MEAN 3,532 STD ERR .153 MEDIAN 3,117
MODE 3,000 STD DEV 1,499 VARIANCE 2,245
KURTOSIS -,204 SKEWNESS ,824 RANGE 7,000
MINIMUM 1,000 MAXIMUM 8,000 SUM 438,000
C.V. PCT 48,087 .95 C.I. 3,236 TO 3,814

VALID CASES 124 MISSING CASES 0

DIS LAST LEVEL EDUCATION
CODE

1,00 *** (21)
I HIGH SCHOOL DIPLOMA

2,00 ********* (8)
I BA

3,00 ***************** (17)
I BS

4,00 *** (2)
I MBA

5,00 *** (2)
I MPA

6,00 ********************** (22)
I MASTERS

7,00 ***************** (16)
I DOCTORATE

8,00 ** (1)
I LLB

0 ** (1)
88INGS) I

0 10 20 30 40 50
FREQUENCY

N 4,803 STD ERR .235 MEDIAN 5,682
E 6,000 STD DEV 1,948 VARIANCE 3,873
TOSIS -1,392 SKEWNESS -,302 RANGE 7,000
IMUM 1,000 MAXIMUM 8,000 SUM 339,000
. PCT 40,560 .95 C.I. 4,376 TO 5,312

ID CASES 70 MISSING CASES 1

VAR010 LAST LEVEL EDUCATION
CODE

1,00 ****************** (171)
I HIGH SCHOOL DIPLOMA

2,00 ********** (10)
I BA

3,00 ** (3A)
I BS

4,00 ********* (A)
I MBA

5,00 ** (I)
I MPA

6,00 ** (44)
I MASTERS

7,00 ****** (51)
I DOCTORATE

0 10 20 30 40 50
FREQUENCY

MEAN 3,888 STD ERR .174 MEDIAN 3,408
MODE 6,000 STD DEV 1,927 VARIANCE 3,711
KURTOSIS -1,305 SKEWNESS -,039 RANGE 6,000
MINIMUM 1,000 MAXIMUM 7,000 SUM 487,000
C.V. PCT 48,657 .9A C.I. 3,A15 TO 4,30X

VALID CASES 123 MISSING CASES 0

```
VAR011    MAJOR
  CODE
      I
1.00  ************************************ (   131)
      I  HARD SCIENCE = ENGIN
      I
2.00  ************ (    49)
      I  HARD SCIENCE = OTHER
      I
3.00  ************** (    52)
      I  SOFT SCIENCE
      I
4.00  ****************** (    67)
      I  BUSINESS
      I
5.00  ** (     8)
      I  OVERLAPPING FIELDS
      I
6.00  ** (     2)
      I  MISCELLANEOUS FIELDS
      I
7.00  * (     1)
      I  GT HIGH SCHOOL BUT L
      I
    0 **** (    12)
(MISSING) I
      I
      I.........I.........I.........I.........I.........I
      0        40        80       120       160       200
      FREQUENCY
```

MEAN	2.261	STD ERR	.075	MEDIAN	1.949
MODE	1.000	STD DEV	1.310	VARIANCE	1.715
KURTOSIS	-.675	SKEWNESS	.588	RANGE	6.000
MINIMUM	1.000	MAXIMUM	7.000	SUM	692.000
C.V. PCT	57.910	.95 C.I.	2.114	TO	2.409

VALID CASES 306 MISSING CASES 12


```
VAR011    MAJOR
  CODE
      I
1.00  ************************************ (    96)
      I  HARD SCIENCE = ENGIN
      I
2.00  ************ (    12)
      I  HARD SCIENCE = OTHER
      I
3.00  ********************************** (    32)
      I  SOFT SCIENCE
      I
4.00  ****************************************** (    38)
      I  BUSINESS
      I
5.00  ** (     1)
      I  OVERLAPPING FIELDS
      I
6.00  *** (     2)
      I  MISCELLANEOUS FIELDS
      I
7.00  ** (     1)
      I  GT HIGH SCHOOL BUT L
      I
    0 ***** (     4)
(MISSING) I
      I
      I.........I.........I.........I.........I.........I
      0        10        20        30        40        50
      FREQUENCY
```

MEAN	2.750	STD ERR	.123	MEDIAN	2.03
MODE	1.000	STD DEV	1.349	VARIANCE	1.81
KURTOSIS	-.884	SKEWNESS	.152	RANGE	6.00
MINIMUM	1.000	MAXIMUM	7.000	SUM	330.00
C.V. PCT	49.068	.95 C.I.	2.506	TO	2.99

VALID CASES 120 MISSING CASES 4


```
VAR011    MAJOR
  CODE
      I
1.00  ************************** (    25)
      I  HARD SCIENCE = ENGIN
      I
2.00  ******************** (    19)
      I  HARD SCIENCE = OTHER
      I
3.00  ************** (    13)
      I  SOFT SCIENCE
      I
4.00  ************** (    13)
      I  BUSINESS
      I
    0 ** (     1)
(MISSING) I
      I
      I.........I.........I.........I.........I.........I
      0        10        20        30        40        50
      FREQUENCY
```

MEAN	2.200	STD ERR	.134	MEDIAN	2.026
MODE	1.000	STD DEV	1.124	VARIANCE	1.264
KURTOSIS	-1.217	SKEWNESS	.402	RANGE	3.000
MINIMUM	1.000	MAXIMUM	4.000	SUM	154.000
C.V. PCT	51.099	.95 C.I.	1.932	TO	2.468

VALID CASES 70 MISSING CASES 1


```
VAR011    MAJOR
  CODE
      I
1.00  ************************************ (    72)
      I  HARD SCIENCE = ENGIN
      I
2.00  ********** (    18)
      I  HARD SCIENCE = OTHER
      I
3.00  ***** (     7)
      I  SOFT SCIENCE
      I
4.00  ********* (    16)
      I  BUSINESS
      I
5.00  *** (     3)
      I  OVERLAPPING FIELDS
      I
    0 ***** (     7)
(MISSING) I
      I
      I.........I.........I.........I.........I.........I
      0        20        40        60        80       100
      FREQUENCY
```

MEAN	1.793	STD ERR	.111	MEDIAN	1.30
MODE	1.000	STD DEV	1.198	VARIANCE	1.43
KURTOSIS	.193	SKEWNESS	1.257	RANGE	4.00
MINIMUM	1.000	MAXIMUM	5.000	SUM	208.00
C.V. PCT	66.809	.95 C.I.	1.573	TO	2.01

VALID CASES 116 MISSING CASES 7

16 AUG 78 FILE = COMBINED = CREATED 16 AUG 78 PAGE 33

VAR012 MARITAL STATUS
CODE

1.00 ** (141)
DIVORCED

2.00 *** (24)
DIVORCED AND REMARRI

3.00 ********** (274)
MARRIED

4.00 * (41)
SINGLE

5.00 * (21)
WIDOW OR WIDOWER

0 100 200 300 400 500
FREQUENCY

MEAN	2,882	STD ERR	,029
MODE	3,000	STD DEV	,521
KURTOSIS	,910	SKEWNESS	-1,780
MINIMUM	1,000	MAXIMUM	5,000
C.V. PCT	18,092	.95 C.I.	2,804
			TO 2,960
MEDIAN	2,942		
VARIANCE	,271		
RANGE	4,000		
SUM	910,000		

VALID CASES 318 MISSING CASES 0

16 AUG 78 FILE = EXEC = CREATED 16 AUG 78 PAGE 29

VAR012 MARITAL STATUS
CODE

1.00 ** (41)
DIVORCED

2.00 ***** (14)
DIVORCED AND REMARRI

3.00 ********** (106)
MARRIED

0 40 80 120 160 200
FREQUENCY

MEAN	2,823	STD ERR	,061
MODE	3,000	STD DEV	,461
KURTOSIS	6,222	SKEWNESS	-2,424
MINIMUM	1,000	MAXIMUM	3,000
C.V. PCT	16,319	.95 C.I.	2,741
			TO 2,904
MEDIAN	2,915		
VARIANCE	,212		
RANGE	2,000		
SUM	350,000		

VALID CASES 124 MISSING CASES 0

16 AUG 78 FILE = SUPER = CREATED 16 AUG 78 PAGE 27

VAR012 MARITAL STATUS
CODE

1.00 ** (11)
DIVORCED

2.00 ** (21)
DIVORCED AND REMARRI

3.00 ********** (66)
MARRIED

5.00 ** (21)
WIDOW OR WIDOWER

0 20 40 60 80 100
FREQUENCY

MEAN	3,000	STD ERR	,053
MODE	3,000	STD DEV	,447
KURTOSIS	15,112	SKEWNESS	,965
MINIMUM	1,000	MAXIMUM	5,000
C.V. PCT	14,907	.95 C.I.	2,894
			TO 3,106
MEDIAN	2,992		
VARIANCE	,200		
RANGE	4,000		
SUM	213,000		

VALID CASES 71 MISSING CASES 0

16 AUG 78 FILE = GB151413 = CREATED 16 AUG 78 PAGE 30

VAR012 MARITAL STATUS
CODE

1.00 *** (91)
DIVORCED

2.00 *** (8)
DIVORCED AND REMARRI

3.00 ********** (102)
MARRIED

4.00 ** (21)
SINGLE

0 40 80 120 160 200
FREQUENCY

MEAN	2,821	STD ERR	,056
MODE	3,000	STD DEV	,631
KURTOSIS	3,997	SKEWNESS	-1,958
MINIMUM	1,000	MAXIMUM	4,000
C.V. PCT	21,363	.95 C.I.	2,714
			TO 2,928
MEDIAN	2,936		
VARIANCE	,401		
RANGE	3,000		
SUM	347,000		

VALID CASES 123 MISSING CASES 0

16 AUG 76 FILE = CUMBINED = CREATED 16 AUG 76 PAGE 35

VAR013 TIMES MARRIED

CODE

1.00 ********** (270)

2.00 ***** (37)

3.00 * (2)

0 ** (0)

(MISSING)

0 100 200 300 400 500

FREQUENCY

MEAN	1.133	STD ERR	.020	MEDIAN	1.072
MODE	1.000	STD DEV	.358	VARIANCE	.128
KURTOSIS	5.952	SKEWNESS	2.581	RANGE	2.000
MINIMUM	1.000	MAXIMUM	3.000	SUM	350.000
C.V. PCT	31.640	.95 C.I.	1.093	TO	1.173

VALID CASES 309 MISSING CASES 0

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE

VAR013 TIMES MARRIED

CODE

1.00 ********** (123)

2.00 ********** (23)

3.00 ** (1)

0 ** (1)

(MISSING)

0 20 40 60 80 100

FREQUENCY

MEAN	1.203	STD ERR	.038	MEDIAN	1.1
MODE	1.000	STD DEV	.428	VARIANCE	.1
KURTOSIS	2.048	SKEWNESS	1.794	RANGE	2.0
MINIMUM	1.000	MAXIMUM	3.000	SUM	148.0
C.V. PCT	35.587	.95 C.I.	1.129	TO	1.2

VALID CASES 123 MISSING CASES 1

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 29

VAR013 TIMES MARRIED

CODE

1.00 ********** (64)

2.00 **** (9)

0 ** (2)

(MISSING)

0 20 40 60 80 100

FREQUENCY

MEAN	1.072	STD ERR	.031	MEDIAN	1.039
MODE	1.000	STD DEV	.241	VARIANCE	.058
KURTOSIS	8.878	SKEWNESS	3.298	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000	SUM	74.000
C.V. PCT	24.351	.95 C.I.	1.010	TO	1.135

VALID CASES 69 MISSING CASES 2

16 AUG 76 FILE = 03151413 = CREATED 16 AUG 76 PAGE

VAR013 TIMES MARRIED

CODE

1.00 ********** (107)

2.00 *** (6)

3.00 * (1)

0 *** (6)

(MISSING)

0 40 80 120 160 200

FREQUENCY

MEAN	1.094	STD ERR	.030	MEDIAN	1.04
MODE	1.000	STD DEV	.321	VARIANCE	.10
KURTOSIS	12.706	SKEWNESS	3.535	RANGE	2.00
MINIMUM	1.000	MAXIMUM	3.000	SUM	124.00
C.V. PCT	29.357	.95 C.I.	1.035	TO	1.15

VALID CASES 117 MISSING CASES 6

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 37

VAR141 BON
CODE

1. ********** (108)
2. ********** (81)
3. ********* (321)
4. ***** (161)
5. ** (31)
6. ** (21)
0 ********** (761)
(MISSING)

0 40 80 120 160 200
FREQUENCY

MEAN	1.884	STD ERR	.067	MEDIAN	1.660
MODE	1.000	STD DEV	1.039	VARIANCE	1.079
KURTOSIS	1.408	SKEWNESS	1.203	RANGE	5.000
MINIMUM	1.000	MAXIMUM	6.000	SUM	457.000
C.V. PCT	55.001	.95 C.I.	1.757 TO		2.020

VALID CASES 242 MISSING CASES 76

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE 33

VAR141 BON
CODE

1. ********** (42)
2. ********** (33)
3. ********** (12)
4. ********* (8)
5. ** (11)
6. ** (1)
0 ********** (27)
(MISSING)

0 10 20 30 40 50
FREQUENCY

MEAN	1.928	STD ERR	.109	MEDIAN	1.697
MODE	1.000	STD DEV	1.073	VARIANCE	1.151
KURTOSIS	1.038	SKEWNESS	1.263	RANGE	5.000
MINIMUM	1.000	MAXIMUM	6.000	SUM	187.000
C.V. PCT	55.650	.95 C.I.	1.712 TO		2.144

VALID CASES 97 MISSING CASES 27

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 31

VAR141 BON
CODE

1. ********** (221)
2. ********** (19)
3. ********** (131)
4. **** (31)
5. ** (11)
0 ********** (131)
(MISSING)

0 10 20 30 40 50
FREQUENCY

MEAN	2.000	STD ERR	.130	MEDIAN	1.868
MODE	1.000	STD DEV	.991	VARIANCE	.982
KURTOSIS	.033	SKEWNESS	.763	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	116.000
C.V. PCT	49.559	.95 C.I.	1.739 TO		2.261

VALID CASES 58 MISSING CASES 13

16 AUG 76 FILE = GS1S1413 = CREATED 16 AUG 76 PAGE 34

VAR141 BON
CODE

1. ********** (44)
2. ********** (20)
3. ******** (7)
4. ****** (5)
5. ** (1)
6. ** (1)
0 ********** (36)
(MISSING)

0 10 20 30 40 50
FREQUENCY

MEAN	1.770	STD ERR	.111	MEDIAN	1.649
MODE	1.000	STD DEV	1.031	VARIANCE	1.063
KURTOSIS	3.083	SKEWNESS	1.887	RANGE	5.000
MINIMUM	1.000	MAXIMUM	6.000	SUM	154.000
C.V. PCT	58.241	.95 C.I.	1.590 TO		1.990

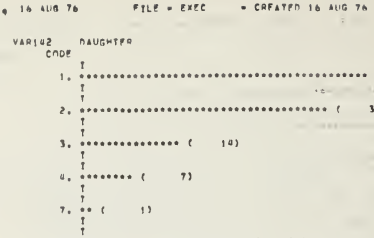
VALID CASES 87 MISSING CASES 36

VAR142 DAUGHTER
CODE

MEAN	1.872	STD ERR	.084	MEDIAN	1.818
MODE	1.000	STD DEV	1.030	VARIANCE	1.061
KURTOSIS	2.137	SKEWNESS	1.346	RANGE	6.000
MINIMUM	1.000	MAXIMUM	7.000	SUM	483.000
C.V. PCT	55.032	.95 C.I.	1.746 TO		1.998

VALID CASES 258 MISSING CASES 60

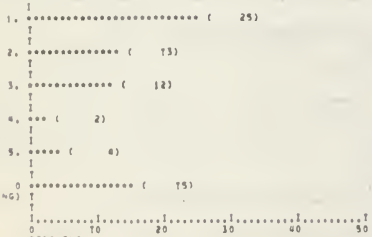
VAR142 DAUGHTER
CODE



MEAN	1.910	STD ERR	.105	MEDIAN	1.727
MODE	1.000	STD DEV	1.045	VARIANCE	1.093
KURTOSIS	4.290	SKEWNESS	1.870	RANGE	6.000
MINIMUM	1.000	MAXIMUM	7.000	SUM	191.000
C.V. PCT	54.732	.95 C.I.	1.703 TO		2.117

VALID CASES 100 MISSING CASES 24

VAR142 DAUGHTER
CODE



MEAN	2.054	STD ERR	.162	MEDIAN	1.737
MODE	1.000	STD DEV	1.212	VARIANCE	1.470
KURTOSIS	.170	SKEWNESS	1.008	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	115.000
C.V. PCT	59.036	.95 C.I.	1.728 TO		2.378

VALID CASES 56 MISSING CASES 15

VAR142 DAUGHTER
CODE

MEAN	1.737	STD ERR	.098	MEDIAN	1.481
MODE	1.000	STD DEV	.990	VARIANCE	.981
KURTOSIS	-.330	SKEWNESS	.882	RANGE	3.000
MINIMUM	1.000	MAXIMUM	4.000	SUM	177.000
C.V. PCT	51.200	.95 C.I.	1.561 TO		1.913

VALID CASES 102 MISSING CASES 21

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 41

```
VAR103    NONE
  CODE
                I
      1. *** (    15)
                I
                I
       0 ********************************* (   303)
(MISSING) I
                I
          I.........I.........I.........I.........I.........I
          0       100       200       300       400       500
          FREQUENCY
```

EAN	1.000	STD ERR	0	MEDIAN	1.000
ODE	1.000	STD DEV	0	VARIANCE	0
ANGE	0	MINIMUM	1.000	MAXIMUM	1.000
M	15.000	C.V. PCT	0	.95 C.I.	1.000
TO	1.000				

VALID CASES 15 MISSING CASES 303

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE 37

```
VAR103    NONE
  CODE
                I
      1. ** (     3)
                T
                T
       0 ********************************** (   121)
(MISSING) T
                T
          T.........T.........T.........T.........T.........T
          0       40        80        120       160       200
          FREQUENCY
```

MEAN	1.000	STD ERR	0	MEDIAN	1.000
MODE	1.000	STD DEV	0	VARIANCE	0
RANGE	0	MINIMUM	1.000	MAXIMUM	1.000
SUM	3.000	C.V. PCT	0	.95 C.I.	1.000
TO	1.000				

VALID CASES 3 MISSING CASES 121

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 35

```
VAR103    NONE
  CODE
                I
      1. ** (     2)
                I
                I
       0 ********************************** (    69)
(MISSING) I
                I
          I.........I.........I.........I.........I.........I
          0       20        40        60        80        100
          FREQUENCY
```

MEAN	1.000	STD ERR	0	MEDIAN	1.000
MODE	1.000	STD DEV	0	VARIANCE	0
RANGE	0	MINIMUM	1.000	MAXIMUM	1.000
SUM	2.000	C.V. PCT	0	.95 C.I.	1.000
TO	1.000				

VALID CASES 2 MISSING CASES 69

16 AUG 76 FILE = GS151413 = CREATED 16 AUG 76 PAGE 38

```
VAR103    NONE
  CODE
                T
      1. **** (    10)
                1
                T
       0 ********************************** (   113)
(MISSING) T
                T
          T.........T.........T.........T.........T.........T
          0       40        80        120       160       200
          FREQUENCY
```

MEAN	1.000	STD ERR	0	MEDIAN	1.000
MODE	1.000	STD DEV	0	VARIANCE	0
RANGE	0	MINIMUM	1.000	MAXIMUM	1.000
SUM	10.000	C.V. PCT	0	.95 C.I.	1.000
TO	1.000				

VALID CASES 10 MISSING CASES 113

VAR015 SPOUSES EDUCATION
CODE

1. ******* (12)
I NO SPOUSE
I
2. **** (6)
I LESS THAN 12 YEARS
I
3. ********** (76)
I 12 YEARS
I
4. ********** (25)
I 13 YEARS
I
5. ********** (38)
I 14 YEARS
I
6. ********** (26)
I 15 YEARS
I
7. ********** (82)
I 16 YEARS
I
8. ********** (17)
I 17 YEARS
I
9. ********** (15)
I 18 YEARS
I
10. ******** (14)
I GREATER THAN 18 YEAR
I
14. ** (1)
I
I
0 **** (6)
(MISSING) I
I
I.....I.....I.....I.....I.....I
0 20 40 60 80 100
FREQUENCY

MEAN	5.430	STD ERR	.132	MEDIAN	5.474
MODE	7.000	STD DEV	2.333	VARIANCE	5.443
KURTOSIS	-.457	SKEWNESS	.193	RANGE	13.000
MINIMUM	1.000	MAXIMUM	14.000	SUM	1697.000
C.V. PCT	42.894	.95 C.I.	5.179 TO		5.699

VALID CASES 312 MISSING CASES 6

VAR015 SPOUSES EDUCATION
CODE

3. ********** (10)
I 12 YEARS
I
4. ********** (8)
I 13 YEARS
I
5. ********** (21)
I 14 YEARS
I
6. ********** (9)
I 15 YEARS
I
7. ********** (44)
I 16 YEARS
I
8. ******** (7)
I 17 YEARS
I
9. ******* (6)
I 18 YEARS
I
10. ******** (7)
I GREATER THAN 18 YEAR
I
0 **** (3)
(MISSING) I
I
I.....I.....I.....I.....I.....I
0 10 20 30 40 50
FREQUENCY

MEAN	6.083	STD ERR	.178	MEDIAN	6.54
MODE	7.000	STD DEV	1.940	VARIANCE	3.84
KURTOSIS	-.665	SKEWNESS	-.003	RANGE	7.00
MINIMUM	3.000	MAXIMUM	10.000	SUM	736.00
C.V. PCT	32.229	.95 C.I.	5.730 TO		6.43

VALID CASES 121 MISSING CASES 3

VAR015 SPOUSES EDUCATION
CODE

1. ** (1)
I NO SPOUSE
I
2. ** (1)
I LESS THAN 12 YEARS
I
3. ********** (21)
I 12 YEARS
I
4. ****** (5)
I 13 YEARS
I
5. ********** (8)
I 14 YEARS
I
6. ****** (5)
I 15 YEARS
I
7. ********** (11)
I 16 YEARS
I
8. ********** (9)
I 17 YEARS
I
9. ****** (5)
I 18 YEARS
I
10. **** (3)
I GREATER THAN 18 YEAR
I
0 *** (2)
(MISSING) I
I
I.....I.....I.....I.....I.....I
0 10 20 30 40 50
FREQUENCY

MEAN	5.507	STD ERR	.285	MEDIAN	5.313
MODE	3.000	STD DEV	2.368	VARIANCE	5.607
KURTOSIS	-1.201	SKEWNESS	.198	RANGE	9.000
MINIMUM	1.000	MAXIMUM	10.000	SUM	380.000
C.V. PCT	42.995	.95 C.I.	4.938 TO		6.076

VALID CASES 69 MISSING CASES 2

VAR015 SPOUSES EDUCATION
CODE

1. ********** (11)
I NO SPOUSE
I
2. ****** (5)
I LESS THAN 12 YEARS
I
3. ********** (34)
I 12 YEARS
I
4. ********** (12)
I 13 YEARS
I
5. ********** (9)
I 14 YEARS
I
6. ********** (12)
I 15 YEARS
I
7. ********** (27)
I 16 YEARS
I
8. ** (1)
I 17 YEARS
I
9. ***** (4)
I 18 YEARS
I
10. ***** (4)
I GREATER THAN 18 YEAR
I
14. ** (1)
I
I
0 ** (1)
(MISSING) I
I
I.....I.....I.....I.....I.....I
0 10 20 30 40 50
FREQUENCY

MEAN	4.762	STD ERR	.225	MEDIAN	4.25
MODE	3.000	STD DEV	2.480	VARIANCE	6.15
KURTOSIS	-.559	SKEWNESS	.417	RANGE	13.00
MINIMUM	1.000	MAXIMUM	14.000	SUM	581.00
C.V. PCT	52.073	.95 C.I.	4.318 TO		5.20

VALID CASES 122 MISSING CASES 1

```
VAR016   DIF ORG EMP BY
    CODE
                I
    1.00 ********************** (    44)
                I
                I
    2.00 ************************** (    54)
                I
                I
    3.00 ********************************** (    67)
                I
                I
    4.00 ************************** (    53)
                I
                I
    5.00 ******************* (    36)
                I
                I
    6.00 ******** (    16)
                I
                I
    7.00 ****** (    10)
                I
                I
    8.00 ********* (    15)
                I
                I
    9.00 *** (     4)
                I
                I
   10.00 ***** (     8)
                I
                I
   11.00 *** (     3)
                I
                I
   12.00 *** (     4)
                I
                I
   13.00 ** (     3)
                I
                I
   15.00 ** (     3)
                I
                I
   20.00 ** (     2)
                I
                I
       0 ** (     2)
(MISSING) I
          1
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100

MEAN          4.063       STD ERR        .162       MEDIAN        3.396
MODE          3.000       STD DEV       2.874       VARIANCE      8.259
KURTOSIS      4.951       SKEWNESS      1.973       RANGE        19.000
MINIMUM       1.000       MAXIMUM      20.000       SUM        1284.000
C.V. PCT     70.770       .95 C.I.      3.745            TO       4.382

VALID CASES     316       MISSING CASES     2
```



```
VAR016   DIF ORG EMP BY
    CODE
                I
    1.00 ************ (     5)
                I
                I
    2.00 ********************************** (    13)
                I
                I
    3.00 ************************************ (    14)
                I
                I
    4.00 ************************************ (    14)
                I
                I
    5.00 ***************** (     6)
                I
                I
    6.00 ***************** (     6)
                I
                I
    7.00 ******** (     3)
                I
                I
    8.00 ******************** (     7)
                I
                I
   10.00 *** (     1)
                I
                I
   13.00 *** (     1)
                I
                I
       6 *** (     1)
(MISSING) I
          1
          I.........I.........I.........I.........I.........I
          0         4         8        12        16        20
          FREQUENCY

MEAN          6.218       STD ERR        .286       MEDIAN        5.714
MODE          3.000       STD DEV       2.389       VARIANCE      5.707
KURTOSIS      1.350       SKEWNESS      1.093       RANGE        12.000
MINIMUM       1.000       MAXIMUM      13.000       SUM         295.000
C.V. PCT     58.067       .95 C.I.      3.845            TO       4.784

VALID CASES      70       MISSING CASES     1
```



```
VAR016   DIF ORG EMP BY
    CODE
                I
    1.00 ************************** (    24)
                I
                I
    2.00 ************************** (    24)
                I
                I
    3.00 ************************** (    24)
                I
                I
    4.00 **************** (    15)
                I
                I
    5.00 **************** (    15)
                I
                I
    6.00 ***** (     4)
                I
                I
    8.00 **** (     3)
                I
                I
   10.00 *** (     2)
                I
                I
   12.00 ** (     1)
                I
                I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          3.083       STD ERR        .142       MEDIAN        2.714
MODE          1.000       STD DEV       2.024       VARIANCE      4.098
KURTOSIS      3.488       SKEWNESS      1.621       RANGE        11.000
MINIMUM       1.000       MAXIMUM      12.000       SUM         323.000
C.V. PCT     65.658       .95 C.I.      2.729            TO       3.438

VALID CASES     124       MISSING CASES     0
```



```
VAR016   DIF ORG EMP BY
    CODE
                I
    1.00 ************ (    11)
                I
                I
    2.00 ************** (    13)
                I
                I
    3.00 ***************************** (    25)
                I
                I
    4.00 *************************** (    24)
                I
                I
    5.00 **************** (    15)
                I
                I
    6.00 ***** (     4)
                I
                I
    7.00 ******** (     7)
                I
                I
    8.00 ****** (     5)
                I
                I
    9.00 ***** (     4)
                I
                I
   10.00 ****** (     5)
                I
                I
   11.00 **** (     3)
                I
                I
   12.00 **** (     3)
                I
                I
   15.00 ** (     1)
                I
                I
   20.00 *** (     2)
                I
                I
       0 ** (     1)
(MISSING) I
          1
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          4.967       STD ERR        .317       MEDIAN        4.000
MODE          3.000       STD DEV       3.507       VARIANCE     12.296
KURTOSIS      4.303       SKEWNESS      1.803       RANGE        19.000
MINIMUM       1.000       MAXIMUM      20.000       SUM         606.000
C.V. PCT     70.595       .95 C.I.      4.339            TO       5.596

VALID CASES     122       MISSING CASES     1
```

VAR017 CODE | LONGEST TIME ANY ORG

3.00 ** (1)
4.00 ** (1)
5.00 **** (3)
6.00 ***** (4)
7.00 **** (3)
8.00 ********** (10)
9.00 ********** (11)
10.00 ********** (12)
11.00 ***** (4)
12.00 ******** (7)
13.00 ********** (9)
14.00 ******** (7)
15.00 ********** (13)
16.00 ********** (13)
17.00 ********** (12)
18.00 ******* (6)

VAR017 CODE | LONGEST TIME ANY ORG

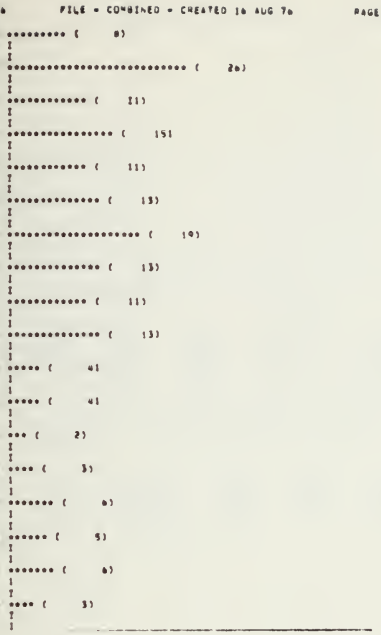
6.00 ********** (2)
7.00 ***** (1)
8.00 ********** (2)
9.00 ********** (3)
10.00 ***** (1)
11.00 ***** (1)
12.00 ***** (1)
13.00 ***** (1)
15.00 ********** (4)
16.00 ********** (3)
17.00 ********** (2)
19.00 ********** (4)
20.00 ********** (7)
21.00 ********** (3)
22.00 ********** (4)
23.00 ********** (4)

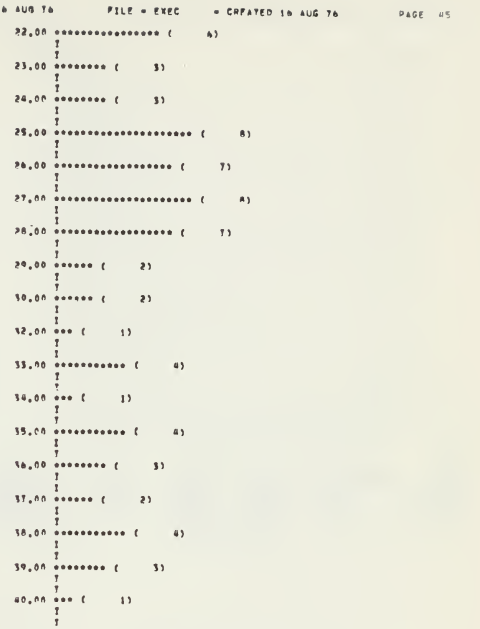
VAR017 CODE | LONGEST TIME ANY ORG

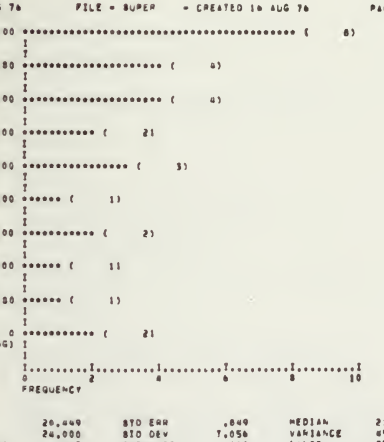
5.00 *** (1)
4.00 *** (1)
5.00 *** (1)
6.00 *** (1)
9.00 ********** (4)
10.00 ****** (2)
11.00 ****** (2)
12.00 ******** (3)
13.00 *** (1)
15.00 ********** (6)
16.00 ******** (3)
17.00 ********** (5)
18.00 ****** (2)
19.00 *** (1)
20.00 ********** (11)
21.00 ****** (2)

VAR017 CODE | LONGEST TIME ANY ORG

5.00 ********** (2)
6.00 ********** (2)
7.00 ********** (2)
8.00 ********** (7)
9.00 ********** (4)
10.00 ********** (9)
11.00 ********** (1)
12.00 ********** (3)
13.00 ********** (7)
14.00 ********** (7)
15.00 ********** (5)
16.00 ********** (9)
17.00 ********** (5)
18.00 ********** (4)
19.00 ********** (3)
20.00 ********** (8)

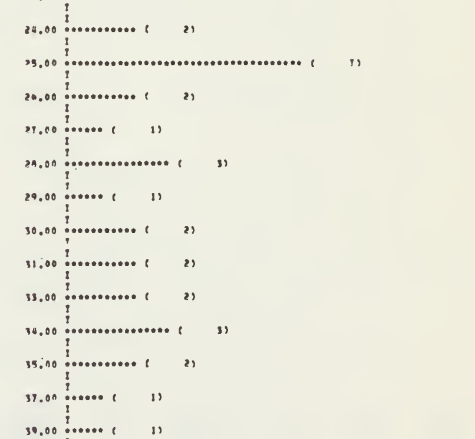






MEAN	20.449	STD ERR	.849	MEDIAN	21.333
MODE	24.000	STD DEV	7.056	VARIANCE	49.780
KURTOSIS	-.187	SKEWNESS	-.110	RANGE	35.000
MINIMUM	6.800	MAXIMUM	41.000	SUM	1811.000
C.V. PCT	34.503	.95 C.I.	18.754	TO	22.144

VALID CASES 89 MISSING CASES 2



```
 37.00 **** (     3)
       I
       I
 38.00 ***** (    4)
       I
       I
 39.00 ***** (    4)
       I
       I
 40.00 ** (       1)
       I
       I
 41.00 *** (      2)
       I
       I
 42.00 *** (      2)
       I
       I
 43.00 ** (       1)
       I
       I
 44.00 ** (       1)
       I
       I
 45.00 ** (       1)
       I
       I
 46.00 ** (       1)
       I
       I
 50.00 ** (       1)
       I
       I
     0 ***** (    4)
(MISSING) I
       I
       I.........I.........I.........I.........I.........I
       0         10        20        30        40        50
                FREQUENCY
```

MEAN	21,300	STD ERR	.510	MEDIAN	20,773
MODE	20,000	STD DEV	9,031	VARIANCE	81,562
KURTOSIS	-,118	SKEWNESS	.411	RANGE	47,000
MINIMUM	3,000	MAXIMUM	50,000	SUM	6691,000
C.V. PCT	42,382	.95 C.I.	20,306	TO	22,312

VALID CASES 314 MISSING CASES 4


```
 41,00 *** (      1)
       I
       I
 42,00 ****** (     2)
       I
       I
 43,00 *** (      1)
       I
       I
 44,00 *** (      1)
       I
       I
 45,00 *** (      1)
       I
       I
 46,00 *** (      1)
       I
       I
 50,00 *** (      1)
       I
       I
     0 *** (      1)
(MISSING) I
       I
       I.........I.........I.........I.........I.........I
       0         4         8         12        16        20
                FREQUENCY
```

MEAN	26,429	STD ERR	.890	MEDIAN	24,0
MODE	20,000	STD DEV	9,874	VARIANCE	97,5
KURTOSIS	-,401	SKEWNESS	.155	RANGE	47,0
MINIMUM	3,000	MAXIMUM	50,000	SUM	3454,0
C.V. PCT	39,769	.95 C.I.	23,047	TO	26,5

VALID CASES 123 MISSING CASES 1

MEAN	18,246	STD ERR	.714	MEDIAN	17,100
MODE	10,000	STD DEV	7,888	VARIANCE	62,220
KURTOSIS	-,388	SKEWNESS	.502	RANGE	34,000
MINIMUM	5,000	MAXIMUM	39,000	SUM	2224,000
C.V. PCT	43,231	.95 C.I.	14,832	TO	19,660

VALID CASES 122 MISSING CASES 1

VAR018 RELTGION
CODE

```
      I
    0 *** (      7)
      I  LUTHENAN
      I
 1,00 ********* (     32)
      I  NONE
      I
 2,00 ***************** (     66)
      I  CATHOLIC
      I
 3,00 **** (     13)
      I  JE=ISH
      I
 4,00 **** (     10)
      I  OTHER
      I
 5,00 ********************************* (    125)
      I  PROTESTANT
      I
 6,00 ***** (     16)
      I  PROTESTANT NO AFFILI
      I
 7,00 ******* (     23)
      I  PRESBYTERIAN
      I
 8,00 ******* (     23)
      I  EPISCOPAL
      I
 9,00 ** (      5)
      I  CONGREGATIONAL
      I
      I.........I.........I.........I.........I.........I
      0        40        80        120       160       200
      FREQUENCY
```

MEAN	4,245	STD ERR	,124	MEDIAN	4,768
MODE	5,000	STD DEV	2,203	VARIANCE	4,854
KURTOSIS	=,835	SKEWNESS	=,001	RANGE	9,000
MINIMUM	0	MAXIMUM	9,000	SUM	1350,000
C,V, PCT	51,900	,95 C,I,	4,002	TO	4,488

VALID CASES 318 MISSING CASES 0

VAR018 RELTGION
CODE

```
      I
    0 **** (      3)
      I  LUTHERAN
      I
 1,00 ********* (      8)
      I  NONE
      I
 2,00 ***************** (    141
      I  CATHOLIC
      I
 3,00 ***** (      4)
      I  JE=ISH
      I
 4,00 ********** (      8)
      I  OTHER
      I
 5,00 ************************************************ (    421)
      I  PROTESTANT
      I
 6,00 ****** (     91
      I  PROTESTANT NO AFFILI
      I
 7,00 ********************* (    141
      I  PRESBYTERIAN
      I
 8,00 ******************** (     17)
      I  EPISCOPAL
      I
 9,00 ***** (      4)
      I  CONGREGATIONAL
      I
      I.........I.........I.........I.........I.........I
      0         10        20        30        40        50
      FREQUENCY
```

MEAN	5,040	STD ERR	,207	MEDIAN	5,088
MODE	5,000	STD DEV	2,390	VARIANCE	5,711
KURTOSIS	=,683	SKEWNESS	=,343	RANGE	9,000
MINIMUM	0	MAXIMUM	9,000	SUM	625,000
C,V, PCT	45,437	,95 C,I,	4,631	TO	5,449

VALID CASES 124 MISSING CASES 0

VAR018 RELIGION
CODE

```
      I
   =0 ****** (      2)
      I  LUTHERAN
      I
 1,00 ************************ (      8)
      I  NONE
      I
 2,00 ************************************************** (     10)
      I  CATHOLIC
      I
 3,00 *********** (      4)
      I  JE=ISH
      I
 4,00 *** (      1)
      I  OTHER
      I
 5,00 ************************************ (     18)
      I  PROTESTANT
      I
 6,00 ************************** (     11)
      I  PROTESTANT NO AFFILI
      I
 7,00 *********** (      4)
      I  PRESBYTERIAN
      I
 8,00 **************** (      6)
      I  EPISCOPAL
      I
 9,00 *** (      1)
      I  CONGREGATIONAL
      I
      I.........I.........I.........I.........I.........I
      0         4         8         12        16        20
      FREQUENCY
```

MEAN	4,008	STD ERR	,287	MEDIAN	4,536
MODE	2,000	STD DEV	2,414	VARIANCE	5,829
KURTOSIS	=1,198	SKEWNESS	,196	RANGE	9,000
MINIMUM	0	MAXIMUM	9,000	SUM	284,000
C,V, PCT	60,256	,95 C,I,	3,429	TO	4,571

VALID CASES 71 MISSING CASES 0

VAR018 RELIGION
CODE

```
      I
   =0 ** (     21
      I  LUTHERAN
      I
 1,00 ********** (    151
      I  NONE
      I
 2,00 ***************** (     31)
      I  CATHOLIC
      I
 3,00 **** (      9)
      I  JEWISH
      I
 4,00 ** (      1)
      I  OTHER
      I
 5,00 ************************************ (     69)
      I  PROTESTANT
      I
      I.........I.........I.........I.........I.........I
      0         20        40        60        80        100
      FREQUENCY
```

MEAN	3,585	STD ERR	,151	MEDIAN	4,609
MODE	5,000	STD DEV	1,679	VARIANCE	2,818
KURTOSIS	=1,447	SKEWNESS	=,498	RANGE	5,000
MINIMUM	0	MAXIMUM	5,000	SUM	441,000
C,V, PCT	46,825	,95 C,I,	3,286	TO	3,885

VALID CASES 123 MISSING CASES 0

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 55

VAR019 CHANGED RELIGION

CODE

1.00 ****** (65)
1 YES

2.00 ********** (269)
I NO

5.00 * (1)

0 * (3)
(MISSING)

0 100 200 300 400 500
FREQUENCY

MEAN	1.807	STD ERR	.022	MEDIAN	1.918
MODE	2.000	STD DEV	.393	VARIANCE	.154
KURTOSIS	13.386	SKEWNESS	.111	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	568.000
C.V. PCT	21.033	.95 C.I.	1.823 TO		1.910

VALID CASES 315 MISSING CASES 3

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE 5

VAR019 CHANGED RELIGION

CODE

1.00 **** (13)
I YES

2.00 ********** (110)
I NO

5.00 * (1)

0 40 80 120 160 200
FREQUENCY

MEAN	1.919	STD ERR	.037	MEDIAN	1.945
MODE	2.000	STD DEV	.415	VARIANCE	.172
KURTOSIS	24.430	SKEWNESS	2.190	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	238.000
C.V. PCT	21.627	.95 C.I.	1.846 TO		1.992

VALID CASES 124 MISSING CASES 0

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 47

VAR019 CHANGED RELIGION

CODE

1.00 ***** (8)
I YES

2.00 ********** (61)
I NO

0 ** (2)
(MISSING)

0 20 40 60 80 100
FREQUENCY

MEAN	1.846	STD ERR	.039	MEDIAN	1.934
MODE	2.000	STD DEV	.323	VARIANCE	.104
KURTOSIS	3.756	SKEWNESS	-2.199	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000	SUM	130.000
C.V. PCT	17.117	.95 C.I.	1.807 TO		1.962

VALID CASES 69 MISSING CASES 2

16 AUG 76 FILE = GS151413 = CREATED 16 AUG 76 PAGE 5

VAR019 CHANGED RELIGION

CODE

1.00 ********** (24)
I YES

2.00 ********** (98)
I NO

0 ** (1)
(MISSING)

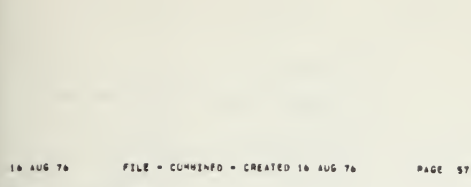
0 20 40 60 80 100
FREQUENCY

MEAN	1.803	STD ERR	.036	MEDIAN	1.878
MODE	2.000	STD DEV	.399	VARIANCE	.159
KURTOSIS	.328	SKEWNESS	-1.526	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000	SUM	220.000
C.V. PCT	22.135	.95 C.I.	1.732 TO		1.875

VALID CASES 122 MISSING CASES 1

16 AUG 76 FILE = CUMINFO = CREATED 16 AUG 76 PAGE 37

VAR020 TIMES CHANGED

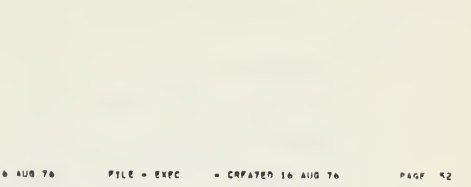


MEAN	1.176	STD ERR	.090	MEDIAN	1.048
MODE	1.000	STD DEV	.808	VARIANCE	.369
KURTOSIS	17.430	SKEWNESS	3.516	RANGE	3.000
MINIMUM	1.000	MAXIMUM	4.000	SUM	54.000
C.V. PCT	51.752	.95 C.I.	.994	TO	1.358

VALID CASES 46 MISSING CASES 272

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE 52

VAR020 TIMES CHANGED

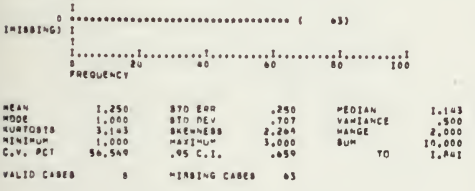


MEAN	1.077	STD ERR	.077	MEDIAN	1.042
MODE	1.000	STD DEV	.277	VARIANCE	.077
KURTOSIS	8.083	SKEWNESS	3.175	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000	SUM	14.000
C.V. PCT	25.758	.95 C.I.	.909	TO	1.245

VALID CASES 13 MISSING CASES 111

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 49

VAR020 TIMES CHANGED

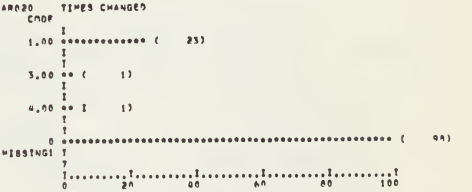


MEAN	1.250	STD ERR	.250	MEDIAN	1.143
MODE	1.000	STD DEV	.707	VARIANCE	.500
KURTOSIS	3.143	SKEWNESS	2.264	RANGE	2.000
MINIMUM	1.000	MAXIMUM	3.000	SUM	10.000
C.V. PCT	56.569	.95 C.I.	.659	TO	1.841

VALID CASES 8 MISSING CASES 83

16 AUG 76 FILE = 08151413 = CREATED 16 AUG 76 PAGE 54

VAR020 TIMES CHANGED



MEAN	1.200	STD ERR	.141	MEDIAN	1.043
MODE	1.000	STD DEV	.707	VARIANCE	.500
KURTOSIS	9.500	SKEWNESS	3.320	RANGE	3.000
MINIMUM	1.000	MAXIMUM	4.000	SUM	30.000
C.V. PCT	58.926	.95 C.I.	.288	TO	1.492

VALID CASES 25 MISSING CASES 98

VAR021 FATHERS OCCUPATION
CODE

```
      I
1.00  ********************************************** (    88)
      I  BLUE COLLAR
      I
2.00  ********************************************** (    75)
      I  PROFESSIONAL HIGH
      I
3.00  ***************** (    29)
      I  PROFESSIONAL LOW
      I
4.00  ********************************************** (    92)
      I  WHITE COLLAR
      I
5.00  ************** (    25)
      I  AGRICULTURE
      I
    0 ****** (     9)
(MISSING) I
      I
      I.........I.........I.........I.........I.........I
      0        20        40        60        80       100
      FREQUENCY
```

MEAN	2,647	STD ERR	.078	MEDIAN	2,387
MODE	4,000	STD DEV	1,373	VARIANCE	1,885
KURTOSIS	-1,409	SKEWNESS	.177	RANGE	4,000
MINIMUM	1,000	MAXIMUM	5,000	SUM	819,000
C.V. PCT	51,862	.95 C.I.	2,496	TO	2,801

VALID CASES 309 MISSING CASES 9

VAR021 FATHERS OCCUPATION
CODE

```
      I
1.00  ******************** (    19)
      I  BLUE COLLAR
      I
2.00  ************************************************** (    48)
      I  PROFESSIONAL HIGH
      I
3.00  ********* (     8)
      I  PROFESSIONAL LOW
      I
4.00  ************************************ (    37)
      I  WHITE COLLAR
      I
5.00  *********** (    10)
      I  AGRICULTURE
      I
    0 *** (     2)
(MISSING) I
      I
      I.........I.........I.........I.........I.........I
      0        10        20        30        40        50
      FREQUENCY
```

MEAN	2,762	STD ERR	.115	MEDIAN	2,37
MODE	2,000	STD DEV	1,267	VARIANCE	1,60
KURTOSIS	-1,241	SKEWNESS	.233	RANGE	4,00
MINIMUM	1,000	MAXIMUM	5,000	SUM	337,00
C.V. PCT	45,852	.95 C.I.	2,535	TO	2,98

VALID CASES 122 MISSING CASES 2

VAR021 FATHERS OCCUPATION
CODE

```
      I
1.00  ****************** (    16)
      I  BLUE COLLAR
      I
2.00  ************ (    10)
      I  PROFESSIONAL HIGH
      I
3.00  ******** (     7)
      I  PROFESSIONAL LOW
      I
4.00  ************************** (    25)
      I  WHITE COLLAR
      I
5.00  ********* (     8)
      I  AGRICULTURE
      I
    0 ****** (     5)
(MISSING) I
      I
      I.........I.........I.........I.........I.........I
      0        10        20        30        40        50
      FREQUENCY
```

MEAN	2,985	STD ERR	.175	MEDIAN	3,500
MODE	4,000	STD DEV	1,420	VARIANCE	2,015
KURTOSIS	-1,399	SKEWNESS	-.233	RANGE	4,000
MINIMUM	1,000	MAXIMUM	5,000	SUM	197,000
C.V. PCT	47,559	.95 C.I.	2,636	TO	3,334

VALID CASES 66 MISSING CASES 5

VAR021 FATHERS OCCUPATION
CODE

```
      I
1.00  ************************************ (    93)
      I  BLUE COLLAR
      I
2.00  ********** (    17)
      I  PROFESSIONAL HIGH
      I
3.00  ******** (    14)
      I  PROFESSIONAL LOW
      I
4.00  ***************** (    30)
      I  WHITE COLLAR
      I
5.00  ***** (     7)
      I  AGRICULTURE
      I
    0 ** (     2)
(MISSING) I
      I
      I.........I.........I.........I.........I.........I
      0        20        40        60        80       100
      FREQUENCY
```

MEAN	2,347	STD ERR	.127	MEDIAN	1,981
MODE	1,000	STD DEV	1,401	VARIANCE	1,962
KURTOSIS	-1,347	SKEWNESS	.026	RANGE	4,000
MINIMUM	1,000	MAXIMUM	5,000	SUM	284,000
C.V. PCT	59,676	.95 C.I.	2,095	TO	2,599

VALID CASES 121 MISSING CASES 2

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 61

VAR022 CITIZEN
CODE

1.00 ********** (310)
YES

2.00 ** (5)
NO

0 * (3)
(MISSING)

FREQUENCY

MEAN	1.016	STD ERR	.007	MEDIAN	1.000
MODE	1.000	STD DEV	.125	VARIANCE	.016
KURTOSIS	58.016	SKEWNESS	7.747	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000	SUM	320.000
C.V. PCT	12.323	.95 C.I.	1.002	TO	1.030

VALID CASES 315 MISSING CASES 3

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE 56

VAR022 CITIZEN
CODE

1.00 ********** (119)
YES

2.00 ** (5)
NO

FREQUENCY

MEAN	1.040	STD ERR	.018	MEDIAN	1.021
MODE	1.000	STD DEV	.198	VARIANCE	.039
KURTOSIS	19.842	SKEWNESS	4.674	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000	SUM	129.000
C.V. PCT	18.996	.95 C.I.	1.005	TO	1.075

VALID CASES 124 MISSING CASES 0

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 53

VAR022 CITIZEN
CODE

1.00 ********** (70)
YES

0 ** (1)
(MISSING)

FREQUENCY

MEAN	1.000	STD ERR	0	MEDIAN	1.000
MODE	1.000	STD DEV	0	VARIANCE	0
RANGE	0	MINIMUM	1.000	MAXIMUM	1.000
SUM	70.000	C.V. PCT	0	.95 C.I.	1.000
TO	1.000				

VALID CASES 70 MISSING CASES 1

16 AUG 76 FILE = 08151413 = CREATED 16 AUG 76 PAGE 58

VAR022 CITIZEN
CODE

1.00 ********** (121)
YES

0 ** (2)
(MISSING)

FREQUENCY

MEAN	1.000	STD ERR	0	MEDIAN	1.000
MODE	1.000	STD DEV	0	VARIANCE	0
RANGE	0	MINIMUM	1.000	MAXIMUM	1.000
SUM	121.000	C.V. PCT	0	.95 C.I.	1.000
TO	1.000				

VALID CASES 121 MISSING CASES 2

```
VAR023    ORG MEMBER OF
  CODE
       I
1.00 ********************* (    58)
     I  A
     I
2.00 ********************************** (   121)
     I  B
     I
3.00 ******************** (    68)
     I  C
     I
4.00 ************ (    39)
     I  D
     I
5.00 ********** (    31)
     I  E
     I
   0 ** (     5)
(MISSING) I
     I
     I.........I.........I.........I.........I.........I
     0        40        80       120       160       200
     FREQUENCY
```

MEAN	2,591	STD ERR	,068	MEDIAN	2,347
MODE	2,000	STD DEV	1,198	VARIANCE	1,435
KURTOSIS	-,543	SKEWNESS	,569	RANGE	4,000
MINIMUM	1,000	MAXIMUM	5,000	SUM	811,000
C.V. PCT	46,229	,95 C.I.	2,458	TO	2,724
VALID CASES	313	MISSING CASES	5		


```
VAR023    ORG MEMBER OF
  CODE
       I
1.00 ******** (     7)
     I  A
     I
2.00 ************************** (    24)
     I  B
     I
3.00 ****************************************** (    39)
     I  C
     I
4.00 ***************************** (    26)
     I  D
     I
5.00 ************************** (    25)
     I  E
     I
   0 **** (     3)
(MISSING) I
     I
     I.........I.........I.........I.........I.........I
     0        10        20        30        40        50
     FREQUENCY
```

MEAN	3,314	STD ERR	,107	MEDIAN	3,2
MODE	3,000	STD DEV	1,176	VARIANCE	1,3
KURTOSIS	-,892	SKEWNESS	-,073	RANGE	4,0
MINIMUM	1,000	MAXIMUM	5,000	SUM	401,0
C.V. PCT	35,497	,95 C.I.	3,102	TO	3,5
VALID CASES	121	MISSING CASES	3		


```
VAR023    ORG MEMBER OF
  CODE
       I
1.00 ********* (     8)
     I  A
     I
2.00 ****************************************** (    37)
     I  B
     I
3.00 *************** (    13)
     I  C
     I
4.00 ******** (     7)
     I  D
     I
5.00 ****** (     5)
     I  E
     I
   0 ** (     1)
(MISSING) I
     I
     I.........I.........I.........I.........I.........I
     0        10        20        30        40        50
     FREQUENCY
```

MEAN	2,488	STD ERR	,127	MEDIAN	2,230
MODE	2,000	STD DEV	1,060	VARIANCE	1,123
KURTOSIS	,248	SKEWNESS	,921	RANGE	4,000
MINIMUM	1,000	MAXIMUM	5,000	SUM	174,000
C.V. PCT	42,632	,95 C.I.	2,233	TO	2,738
VALID CASES	70	MISSING CASES	1		


```
VAR023    ORG MEMBER OF
  CODE
       I
1.00 ********************** (    39)
     I  A
     I
2.00 ********************************** (    60)
     I  B
     I
3.00 ********** (    16)
     I  C
     I
4.00 **** (     6)
     I  D
     I
5.00 ** (     1)
     I  E
     I
   0 ** (     1)
(MISSING) I
     I
     I.........I.........I.........I.........I.........I
     0        20        40        60        80       100
     FREQUENCY
```

MEAN	1,934	STD ERR	,077	MEDIAN	1,8
MODE	2,000	STD DEV	,850	VARIANCE	,72
KURTOSIS	,962	SKEWNESS	,935	RANGE	4,00
MINIMUM	1,000	MAXIMUM	5,000	SUM	234,00
C.V. PCT	43,960	,95 C.I.	1,782	TO	2,08
VALID CASES	121	MISSING CASES	1		

VAR024 NEW FRIENDS

CODE

1.00 *** (7)
A

2.00 ************ (42)
B

3.00 ********************** (81)
C

4.00 ************************************ (140)
D

5.00 ************ (43)
E

0 ** (5)
(MISSING)

FREQUENCY

MEAN	3,543	STD ERR	.054	MEDIAN	3,688
MODE	4,000	STD DEV	.964	VARIANCE	.928
KURTOSIS	-.248	SKEWNESS	-.889	RANGE	4,000
MINIMUM	1,000	MAXIMUM	5,000	SUM	1109,000
C.V. PCT	27,195	.95 C.I.	3,436	TO	3,650

VALID CASES 313 MISSING CASES 5

VAR024 NEW FRIENDS

CODE

1.00 *** (3)
A

2.00 **** (6)
B

3.00 ************** (28)
C

4.00 ********************************* (61)
D

5.00 ************** (24)
E

0 ** (2)
(MISSING)

FREQUENCY

MEAN	3,705	STD ERR	.091	MEDIAN	3,893
MODE	4,000	STD DEV	.899	VARIANCE	.808
KURTOSIS	-.913	SKEWNESS	-.819	RANGE	4,000
MINIMUM	1,000	MAXIMUM	5,000	SUM	483,000
C.V. PCT	23,489	.95 C.I.	3,634	TO	3,956

VALID CASES 122 MISSING CASES 2

VAR024 NEW FRIENDS

CODE

1.00 ** (1)
A

2.00 ************ (11)
B

3.00 ************************** (25)
C

4.00 ****************************** (27)
D

5.00 ******* (6)
E

0 ** (1)
(MISSING)

FREQUENCY

MEAN	3,371	STD ERR	.108	MEDIAN	3,420
MODE	4,000	STD DEV	.904	VARIANCE	.817
KURTOSIS	-.610	SKEWNESS	-.205	RANGE	4,000
MINIMUM	1,000	MAXIMUM	5,000	SUM	236,000
C.V. PCT	26,803	.95 C.I.	3,156	TO	3,587

VALID CASES 70 MISSING CASES 1

VAR024 NEW FRIENDS

CODE

1.00 *** (3)
A

2.00 ************** (25)
B

3.00 ************** (26)
C

4.00 ****************************** (52)
D

5.00 ******** (13)
E

0 ** (2)
(MISSING)

FREQUENCY

MEAN	3,388	STD ERR	.092	MEDIAN	3,487
MODE	4,000	STD DEV	1,011	VARIANCE	1,023
KURTOSIS	-.702	SKEWNESS	-.349	RANGE	4,000
MINIMUM	1,000	MAXIMUM	5,000	SUM	410,000
C.V. PCT	29,848	.95 C.I.	3,206	TO	3,570

VALID CASES 121 MISSING CASES 2

VAR025 PEOPLE BEEN DAILY

CODE

```
1,00 ********** (    34)
     I  A
     I
2,00 ****************************** (   103)
     I  B
     I
3,00 ************************ (    84)
     I  C
     I
4,00 ********** (    38)
     I  D
     I
5,00 ************** (    55)
     I  E
     I
   0 ** (     4)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY
```

MEAN	2,927	STD ERR	,071	MEDIAN	2,738
MODE	2,000	STD DEV	1,256	VARIANCE	1,582
KURTOSIS	=,938	SKEWNESS	,341	RANGE	4,000
MINIMUM	1,000	MAXIMUM	5,000	SUM	919,000
C.V. PCT	42,902	,95 C.I.	2,787 TO		3,066

VALID CASES 314 MISSING CASES 4

VAR025 PEOPLE BEEN DAILY

CODE

```
1,00 ************** (    13)
     I  A
     I
2,00 ****************************************** (    44)
     I  B
     I
3,00 ******************************** (    30)
     I  C
     I
4,00 **************** (    15)
     I  D
     I
5,00 ******************** (    18)
     I  E
     I
   0 *** (     2)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY
```

MEAN	2,428	STD ERR	,111	MEDIAN	2,5N
MODE	2,000	STD DEV	1,224	VARIANCE	1,49
KURTOSIS	=,791	SKEWNESS	,447	RANGE	4,00
MINIMUM	1,000	MAXIMUM	5,000	SUM	349,00
C.V. PCT	43,298	,95 C.I.	2,208 TO		3,04

VALID CASES 122 MISSING CASES 2

VAR025 PEOPLE BEEN DAILY

CODE

```
1,00 ********* (     8)
     I  A
     I
2,00 ********************** (    19)
     I  B
     I
3,00 ************************** (    23)
     I  C
     I
4,00 ********** (    10)
     I  D
     I
5,00 ********** (    10)
     I  E
     I
   0 ** (     1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY
```

MEAN	2,929	STD ERR	,146	MEDIAN	2,848
MODE	3,000	STD DEV	1,206	VARIANCE	1,459
KURTOSIS	=,774	SKEWNESS	,237	RANGE	4,000
MINIMUM	1,000	MAXIMUM	5,000	SUM	205,000
C.V. PCT	41,239	,95 C.I.	2,641 TO		3,217

VALID CASES 70 MISSING CASES 1

VAR025 PEOPLE BEEN DAILY

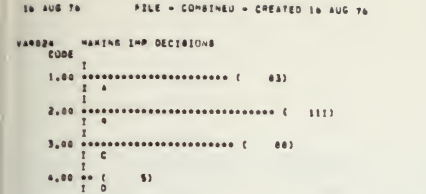
CODE

```
1,00 ************** (    13)
     I  A
     I
2,00 ************************************** (    34)
     I  B
     I
3,00 ********************************** (    31)
     I  C
     I
4,00 ************** (    13)
     I  D
     I
5,00 ***************************** (    27)
     I  E
     I
   0 ** (     1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY
```

MEAN	3,025	STD ERR	,120	MEDIAN	2,923
MODE	2,000	STD DEV	1,320	VARIANCE	1,743
KURTOSIS	=1,127	SKEWNESS	,256	RANGE	4,000
MINIMUM	1,000	MAXIMUM	5,000	SUM	369,000
C.V. PCT	43,632	,95 C.I.	2,788 TO		3,261

VALID CASES 122 MISSING CASES 1

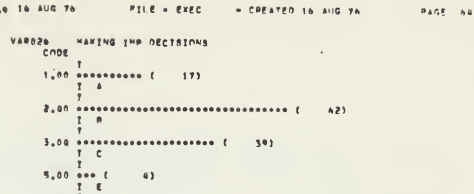
VAR024 MAKING IMP DECISIONS



MEAN	2.271	STD ERR	.063	MEDIAN	2.149
MODE	2.000	STD DEV	1.102	VARIANCE	1.214
KURTOSIS	.448	SKEWNESS	.859	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	704.000
C.V. PCT	48.525	.95 C.I.	2.148	TO	2.394

VALID CASES 310 MISSING CASES 8

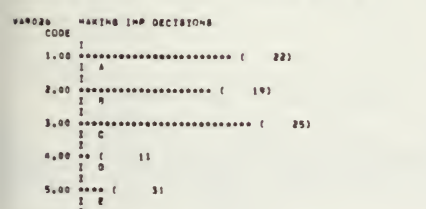
VAR026 MAKING IMP DECISIONS



MEAN	2.279	STD ERR	.075	MEDIAN	2.210
MODE	2.000	STD DEV	.826	VARIANCE	.682
KURTOSIS	1.940	SKEWNESS	.840	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	274.000
C.V. PCT	36.242	.95 C.I.	2.131	TO	2.427

VALID CASES 129 MISSING CASES 2

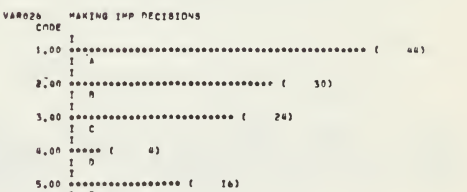
VAR026 MAKING IMP DECISIONS



MEAN	2.200	STD ERR	.125	MEDIAN	2.184
MODE	3.000	STD DEV	1.044	VARIANCE	1.090
KURTOSIS	.106	SKEWNESS	.500	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	154.000
C.V. PCT	47.453	.95 C.I.	1.951	TO	2.449

VALID CASES 70 MISSING CASES 1

VAR026 MAKING IMP DECISIONS



MEAN	2.305	STD ERR	.125	MEDIAN	2.000
MODE	1.000	STD DEV	1.362	VARIANCE	1.855
KURTOSIS	-.468	SKEWNESS	.422	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	272.000
C.V. PCT	59.088	.95 C.I.	2.057	TO	2.553

VALID CASES 118 MISSING CASES 5

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 71

VAR027 WORK RELATED DEV
CODE

```
      1.00 ********************* (     59)
           I  A
           I
      2.00 ************************************** (    148)
           I  B
           I
      3.00 ************************ (     90)
           I  C
           I
      4.00 *** (      9)
           I  D
           I
      5.00 ** (      3)
           I  E
           I
         0 *** (      4)
(MISSING) I
           I
           I.........I.........I.........I.........I.........I
           0        40        80       120       160       200
                    FREQUENCY
```

MEAN	2.168	STD ERR	.046	MEDIAN	2.185
MODE	2.000	STD DEV	.80A	VARIANCE	.653
KURTOSIS	-.373	SKEWNESS	-.423	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	676.000
C.V. PCT	36.937	.95 C.I.	2.097	TO	2.278

VALID CASES 309 MISSING CASES 9

16 AUG 76 FILE = EXPC = CREATED 16 AUG 76 PAGE 6

VAR027 WORK RELATED DEV
CODE

```
      1.00 ************************************ (     35)
           I  A
           I
      2.00 ********************************************** (     44)
           I  B
           I
      3.00 ************************************ (     34)
           I  C
           I
      4.00 ******** (      7)
           I  D
           I
      5.00 *** (      2)
           I  E
           I
         0 ***** (      4)
(MISSING) I
           I
           I.........I.........I.........I.........I.........I
           0        10        20        30        40        50
                    FREQUENCY
```

MEAN	2.175	STD ERR	.087	MEDIAN	2.114
MODE	2.000	STD DEV	.958	VARIANCE	.919
KURTOSIS	-.151	SKEWNESS	.508	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	261.000
C.V. PCT	44.068	.95 C.I.	2.002	TO	2.348

VALID CASES 120 MISSING CASES 4

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 63

VAR027 WORK RELATED DEV
CODE

```
      1.00 ********** (     9)
           I  A
           I
      2.00 ************************************ (     33)
           I  B
           I
      3.00 ************************** (     27)
           I  C
           I
         0 *** (      2)
(MISSING) I
           I
           I.........I.........I.........I.........I.........I
           0        10        20        30        40        50
                    FREQUENCY
```

MEAN	2.261	STD ERR	.082	MEDIAN	2.273
MODE	2.000	STD DEV	.678	VARIANCE	.460
KURTOSIS	-.820	SKEWNESS	-.366	RANGE	2.000
MINIMUM	1.000	MAXIMUM	3.000	SUM	156.000
C.V. PCT	30.010	.95 C.I.	2.098	TO	2.424

VALID CASES 69 MISSING CASES 2

16 AUG 76 FILE = OSIRIS13 = CREATED 16 AUG 76 PAGE

VAR027 WORK RELATED DEV
CODE

```
      1.00 ********** (     17)
           I  A
           I
      2.00 ****************************************** (     71)
           I  B
           I
      3.00 ***************** (     29)
           I  C
           I
      4.00 ** (      2)
           I  D
           I
      5.00 ** (      1)
           I  E
           I
         0 *** (      5)
(MISSING) I
           I
           I.........I.........I.........I.........I.........I
           0        20        40        60        80       100
                    FREQUENCY
```

MEAN	2.158	STD ERR	.065	MEDIAN	2.10
MODE	2.000	STD DEV	.710	VARIANCE	.50
KURTOSIS	1.008	SKEWNESS	.614	RANGE	4.00
MINIMUM	1.000	MAXIMUM	5.000	SUM	259.00
C.V. PCT	32.897	.95 C.I.	2.030	TO	2.28

VALID CASES 120 MISSING CASES 5

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 73

VAR028 WORK RELATED INFO

CODE

1.00 ********** (67)
A

2.00 ********** (84)
B

3.00 ********** (76)
C

4.00 ********** (29)
D

5.00 ********** (42)
E

0 ********** (221
(MISSING)

0 20 40 60 80 100
FREQUENCY

MEAN	2.845	STD ERR	.077	MEDIAN	2.964
MODE	2.000	STD DEV	1.317	VARIANCE	1.735
KURTOSIS	-.858	SKEWNESS	.450	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	783.000
C.V. PCT	49.791	.95 C.I.	2.695	TO	2.996

VALID CASES 296 MISSING CASES 22

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE 88

VAR028 WORK RELATED INFO

CODE

1.00 ********** (55)
A

2.00 ********** (241
B

3.00 ********** (17)
C

4.00 ********** (13)
D

5.00 ********** (15)
E

0 ********** (20)
(MISSING)

0 10 20 30 40 50
FREQUENCY

MEAN	2.510	STD ERR	.101	MEDIAN	2.208
MODE	1.000	STD DEV	1.435	VARIANCE	2.058
KURTOSIS	-1.000	SKEWNESS	.506	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	241.000
C.V. PCT	57.165	.95 C.I.	2.231	TO	2.789

VALID CASES 104 MISSING CASES 20

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 65

VAR028 WORK RELATED INFO

CODE

1.00 ********** (151
A

2.00 ********** (19)
B

3.00 ********** (231
C

4.00 ***** (4)
D

5.00 ********** (9)
E

0 ** (11
(MISSING)

0 10 20 30 40 50
FREQUENCY

MEAN	2.614	STD ERR	.150	MEDIAN	2.543
MODE	3.000	STD DEV	1.254	VARIANCE	1.574
KURTOSIS	-.554	SKEWNESS	.493	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	183.000
C.V. PCT	47.964	.95 C.I.	2.315	TO	2.913

VALID CASES 70 MISSING CASES 1

16 AUG 76 FILE = 08151413 = CREATED 16 AUG 76 PAGE 70

VAR028 WORK RELATED INFO

CODE

1.00 ********** (17)
A

2.00 ********** (41)
B

3.00 ********** (94)
C

4.00 ********** (12)
D

5.00 ********** (18)
E

0 ** (1)
(MISSING)

0 10 20 30 40 50
FREQUENCY

MEAN	2.779	STD ERR	.113	MEDIAN	2.588
MODE	2.000	STD DEV	1.243	VARIANCE	1.546
KURTOSIS	-.732	SKEWNESS	.451	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	338.000
C.V. PCT	44.742	.95 C.I.	2.556	TO	3.002

VALID CASES 122 MISSING CASES 1

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 75

VAR029 ORIGINAL IDEA

CODE		
1.00	**** (	13)
	I A	
2.00	********** (	61)
	I B	
3.00	********** (	102)
	I C	
4.00	********** (	51)
	I D	
5.00	********** (	80)
	I E	
	**** (	11)
(MISSING)	I	

0 40 80 120 160 200
FREQUENCY

MEAN	3.404	STD ERR	.068	MEDIAN	3.270
MODE	3.000	STD DEV	1.191	VARIANCE	1.418
KURTOSIS	-1.044	SKEWNESS	-.039	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	1045.000
C.V. PCT	34.984	.95 C.I.	3.270	TO	3.538

VALID CASES 307 MISSING CASES 11

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE

VAR029 ORIGINAL IDEA

CODE		
1.00	***** (	4)
	I A	
2.00	********** (	18)
	I B	
3.00	********** (	33)
	I C	
4.00	********** (	23)
	I D	
5.00	********** (	41)
	I E	
	********** (	9)
(MISSING)	I	

0 10 20 30 40 50
FREQUENCY

MEAN	3.722	STD ERR	.109	MEDIAN	3.7
MODE	5.000	STD DEV	1.174	VARIANCE	1.3
KURTOSIS	-.881	SKEWNESS	-.427	RANGE	4.0
MINIMUM	1.000	MAXIMUM	5.000	SUM	428.0
C.V. PCT	31.542	.95 C.I.	3.508	TO	3.9

VALID CASES 115 MISSING CASES 9

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 67

VAR029 ORIGINAL IDEA

CODE		
1.00	*** (	2)
	I A	
2.00	********** (	16)
	I B	
3.00	********** (	22)
	I C	
4.00	********** (	15)
	I D	
5.00	********** (	15)
	I E	
0	** (	1)
(MISSING)	I	

0 10 20 30 40 50
FREQUENCY

MEAN	3.357	STD ERR	.137	MEDIAN	3.273
MODE	3.000	STD DEV	1.143	VARIANCE	1.305
KURTOSIS	-1.031	SKEWNESS	.032	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	235.000
C.V. PCT	34.033	.95 C.I.	3.065	TO	3.630

VALID CASES 70 MISSING CASES 1

16 AUG 76 FILE = 881911413 = CREATED 16 AUG 76 PAGE

VAR029 ORIGINAL IDEA

CODE		
1.00	******** (	7)
	I A	
2.00	********** (	31)
	I B	
3.00	********** (	47)
	I C	
4.00	********** (	13)
	I D	
5.00	********** (	24)
	I E	
0	** (	1)
(MISSING)	I	

0 10 20 30 40 50
FREQUENCY

MEAN	3.131	STD ERR	.106	MEDIAN	2.9
MODE	3.000	STD DEV	1.171	VARIANCE	1.3
KURTOSIS	-.804	SKEWNESS	.271	RANGE	4.0
MINIMUM	1.000	MAXIMUM	5.000	SUM	382.0
C.V. PCT	37.398	.95 C.I.	2.921	TO	3.3

VALID CASES 122 MISSING CASES 1

```
16 AUG 76        FILE = COMBINED  (CREATED) 16 AUG 76                PAGE  77
```

```
VAR030    RELY ON FOR INITIAL INFO
  CODE
       I
 1.00  ********* (    32)
       I  A
       I
 2.00  ** (     6)
       I  B
       I
 3.00  ****************************** (   109)
       I  C
       I
 4.00  ************************* (    91)
       I  D
       I
 5.00  ****************** (    69)
       I  E
       I
    0  **** (    11)
(MISSING) I
       I
       I+---------I---------I---------I---------I---------I
       0        40        80       120       160       200
       FREQUENCY
```

MEAN	3.531	STD ERR	.066	MEDIAN	3.591
MODE	3.000	STD DEV	1.184	VARIANCE	1.354
KURTOSIS	-.016	SKEWNESS	-.667	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	1084.000
C.V. PCT	32.960	.95 C.I.	3.400	TO	3.862

VALID CASES 307 MISSING CASES 11

```
16 AUG 76        FILE = EXEC      (CREATED) 16 AUG 76                PAGE  72
```

```
VAR030    RELY ON FOR INITIAL INFO
  CODE
       I
 1.00  ************ (    12)
       I  A
       I
 2.00  ** (     1)
       I  B
       I
 3.00  ****************************** (    28)
       I  C
       I
 4.00  ********************************************** (    43)
       I  D
       I
 5.00  ********************************** (    34)
       I  E
       I
    0  ******* (     6)
(MISSING) I
       I
       I+---------I---------I---------I---------I---------I
       0        10        20        30        40        50
       FREQUENCY
```

MEAN	3.729	STD ERR	.100	MEDIAN	3.919
MODE	4.000	STD DEV	1.180	VARIANCE	1.413
KURTOSIS	-.330	SKEWNESS	-.647	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	448.000
C.V. PCT	31.679	.95 C.I.	3.512	TO	3.944

VALID CASES 118 MISSING CASES 6

```
16 AUG 76        FILE = SUPER     (CREATED) 16 AUG 76                PAGE  69
```

```
VAR030    RELY ON FOR INITIAL INFO
  CODE
       I
 1.00  ********* (     8)
       I  A
       I
 2.00  ** (     1)
       I  B
       I
 3.00  ****************************** (    26)
       I  C
       I
 4.00  ********************** (    23)
       I  D
       I
 5.00  **************** (    14)
       I  E
       I
    0  *** (     2)
(MISSING) I
       I
       I+---------I---------I---------I---------I---------I
       0        10        20        30        40        50
       FREQUENCY
```

MEAN	3.669	STD ERR	.182	MEDIAN	3.681
MODE	3.000	STD DEV	1.182	VARIANCE	1.398
KURTOSIS	-.128	SKEWNESS	-.604	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	238.000
C.V. PCT	34.240	.95 C.I.	3.305	TO	3.733

VALID CASES 69 MISSING CASES 2

```
16 AUG 76        FILE = GB19101A  (CREATED) 16 AUG 76                PAGE  74
```

```
VAR030    RELY ON FOR INITIAL INFO
  CODE
       I
 1.00  ******* (    12)
       I  A
       I
 2.00  ** (     2)
       I  B
       I
 3.00  ********************************** (    55)
       I  C
       I
 4.00  ******************* (    30)
       I  D
       I
 5.00  ************* (    21)
       I  E
       I
    0  *** (     3)
(MISSING) I
       I
       I+---------I---------I---------I---------I---------I
       0        20        40        60        80       100
       FREQUENCY
```

MEAN	3.383	STD ERR	.101	MEDIAN	3.336
MODE	3.000	STD DEV	1.109	VARIANCE	1.230
KURTOSIS	.008	SKEWNESS	-.484	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	404.000
C.V. PCT	32.780	.95 C.I.	3.183	TO	3.584

VALID CASES 120 MISSING CASES 3

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 70

VAR031 HEAR ABOUT NEW IDEA
CODE

1,00 ********** (59)
2,00 **** (10)
3,00 ********** (117)
4,00 ********** (125)
5,00 * (1)
0 ** (2)
(MISSING)

FREQUENCY

MEAN	2,984	STD ERR	,062	MEDIAN	3,226
MODE	4,000	STD DEV	1,097	VARIANCE	1,203
KURTOSIS	-,629	SKEWNESS	-,807	RANGE	4,000
MINIMUM	1,000	MAXIMUM	5,000	SUM	943,000
C.V. PCT	36,753	,95 C.I.	2,863	TO	3,106

VALID CASES 316 MISSING CASES 2

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE

VAR031 HEAR ABOUT NEW IDEA
CODE

1,00 ********** (21)
2,00 *** (3)
3,00 ********** (44)
4,00 ********** (93)
5,00 ** (1)
0 ** (2)
(MISSING)

FREQUENCY

MEAN	3,082	STD ERR	,098	MEDIAN	3,3
MODE	4,000	STD DEV	1,098	VARIANCE	1,1
KURTOSIS	-,323	SKEWNESS	-,937	RANGE	4,0
MINIMUM	1,000	MAXIMUM	5,000	SUM	374,0
C.V. PCT	35,296	,95 C.I.	2,887	TO	3,27

VALID CASES 122 MISSING CASES 2

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 71

VAR031 HEAR ABOUT NEW IDEA
CODE

1,00 ********** (11)
2,00 **** (3)
3,00 ********** (32)
4,00 ********** (25)

FREQUENCY

MEAN	3,000	STD ERR	,120	MEDIAN	3,172
MODE	3,000	STD DEV	1,014	VARIANCE	1,029
KURTOSIS	-,209	SKEWNESS	-,910	RANGE	3,000
MINIMUM	1,000	MAXIMUM	4,000	SUM	213,000
C.V. PCT	33,806	,95 C.I.	2,760	TO	3,240

VALID CASES 71 MISSING CASES 0

16 AUG 76 FILE = G81S1413 = CREATED 16 AUG 76 PAGE

VAR031 HEAR ABOUT NEW IDEA
CODE

1,00 ********** (27)
2,00 ********** (8)
3,00 ********** (41)
4,00 ********** (47)

FREQUENCY

MEAN	2,878	STD ERR	,104	MEDIAN	3,14
MODE	4,000	STD DEV	1,149	VARIANCE	1,32
KURTOSIS	-1,034	SKEWNESS	-,619	RANGE	3,00
MINIMUM	1,000	MAXIMUM	4,000	SUM	354,00
C.V. PCT	39,933	,95 C.I.	2,673	TO	3,08

VALID CASES 123 MISSING CASES 0

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 81

VAR032 INFO CONCERNING IMP DEC

CODE		
2.00	**********	(591
	I B	
	I	
3.00	**********	(38)
	I C	
	I	
4.00	******	(20)
	I D	
	I	
5.00	**********	(187)
	I E	
	I	
0	*****	(14)
(MISSING)	I	
	I	

0 40 80 120 160 200
FREQUENCY

MEAN	4.102	STD ERR	.071	MEDIAN	4.687
MODE	5.000	STD DEV	1.229	VARIANCE	1.511
KURTOSIS	-1.072	SKEWNESS	-.825	RANGE	3.000
MINIMUM	2.000	MAXIMUM	5.000	SUM	1247.000
C.V. PCT	29.987	.95 C.I.	3.963	TO	4.241

VALID CASES 304 MISSING CASES 14

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE 76

VAR032 INFO CONCERNING IMP DEC

CODE		
2.00	**********	(20)
	I B	
	I	
3.00	*********	(15)
	I C	
	I	
4.00	****	(6)
	I D	
	I	
5.00	**********	(76)
	I E	
	I	
0	*****	(7)
(MISSING)	I	
	I	

0 20 40 60 80 100
FREQUENCY

MEAN	4.179	STD ERR	.111	MEDIAN	4.730
MODE	5.000	STD DEV	1.201	VARIANCE	1.442
KURTOSIS	-.994	SKEWNESS	-.949	RANGE	3.000
MINIMUM	2.000	MAXIMUM	5.000	SUM	489.000
C.V. PCT	28.728	.95 C.I.	3.960	TO	4.399

VALID CASES 117 MISSING CASES 7

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 73

VAR032 INFO CONCERNING IMP DEC

CODE		
2.00	**********	(59)
	I B	
	I	
3.00	********	(7)
	I C	
	I	
4.00	*****	(8)
	I D	
	I	
5.00	**********	(41)
	I E	
	I	
0	*****	(4)
(MISSING)	I	
	I	

0 10 20 30 40 50
FREQUENCY

MEAN	4.060	STD ERR	.156	MEDIAN	4.683
MODE	5.000	STD DEV	1.274	VARIANCE	1.633
KURTOSIS	-1.207	SKEWNESS	-.771	RANGE	3.000
MINIMUM	2.000	MAXIMUM	5.000	SUM	272.000
C.V. PCT	31.375	.95 C.I.	3.748	TO	4.371

VALID CASES 67 MISSING CASES 4

16 AUG 76 FILE = GR1Q1413 = CREATED 16 AUG 76 PAGE 78

VAR032 INFO CONCERNING IMP DEC

CODE		
2.00	**********	(24)
	I B	
	I	
3.00	*********	(16)
	I C	
	I	
4.00	******	(10)
	I D	
	I	
5.00	**********	(70)
	I E	
	I	
0	***	(3)
(MISSING)	I	
	I	

0 20 40 60 80 100
FREQUENCY

MEAN	4.050	STD ERR	.113	MEDIAN	4.643
MODE	5.000	STD DEV	1.236	VARIANCE	1.527
KURTOSIS	-1.181	SKEWNESS	-.739	RANGE	3.000
MINIMUM	2.000	MAXIMUM	5.000	SUM	486.000
C.V. PCT	30.510	.95 C.I.	3.827	TO	4.271

VALID CASES 120 MISSING CASES 3

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 83

VAR033 NUMBER OF JOURNALS

CODE

1.00 *** (9)
A

2.00 ********** (62)
B

3.00 ********** (109)
C

4.00 ********** (49)
D

5.00 ********** (87)
E

0 ** (2)
(MISSING)

0 40 80 120 160 200
FREQUENCY

MEAN	3.453	STD ERR	.066	MEDIAN	3.298
MODE	3.000	STD DEV	1.169	VARIANCE	1.366
KURTOSIS	-1.196	SKEWNESS	-.005	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	1091.000
C.V. PCT	33.852	.95 C.I.	3.323 TO		3.582

VALID CASES 316 MISSING CASES 2

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE

VAR033 NUMBER OF JOURNALS

CODE

1.00 ** (1)
A

2.00 ********** (12)
B

3.00 ********** (39)
C

4.00 ********** (24)
D

5.00 ********** (44)
F

0 *** (2)
(MISSING)

0 10 20 30 40 50
FREQUENCY

MEAN	3.836	STD ERR	.097	MEDIAN	3.8
MODE	5.000	STD DEV	1.071	VARIANCE	1.1
KURTOSIS	-1.069	SKEWNESS	-.319	RANGE	4.0
MINIMUM	1.000	MAXIMUM	5.000	SUM	468.0
C.V. PCT	27.912	.95 C.I.	3.644 TO		4.0

VALID CASES 122 MISSING CASES 2

16 AUG 76 FILE = BUPER = CREATED 16 AUG 76 PAGE 75

VAR033 NUMBER OF JOURNALS

CODE

1.00 *** (2)
A

2.00 ********** (11)
B

3.00 ********** (25)
C

4.00 ********** (12)
D

5.00 ********** (21)
E

0 10 20 30 40 50
FREQUENCY

MEAN	3.549	STD ERR	.137	MEDIAN	3.400
MODE	3.000	STD DEV	1.154	VARIANCE	1.337
KURTOSIS	-1.025	SKEWNESS	-.121	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	252.000
C.V. PCT	32.516	.95 C.I.	3.276 TO		3.823

VALID CASES 71 MISSING CASES 0

16 AUG 76 FILE = GS151413 = CREATED 16 AUG 76 PAGE

VAR033 NUMBER OF JOURNALS

CODE

1.00 ******* (6)
A

2.00 ********** (39)
B

3.00 ********** (45)
C

4.00 ********** (13)
D

5.00 ********** (20)
E

0 10 20 30 40 50
FREQUENCY

MEAN	3.016	STD ERR	.102	MEDIAN	2.8
MODE	3.000	STD DEV	1.131	VARIANCE	1.27
KURTOSIS	-.661	SKEWNESS	.440	RANGE	4.0
MINIMUM	1.000	MAXIMUM	5.000	SUM	371.0
C.V. PCT	37.496	.95 C.I.	2.814 TO		3.21

VALID CASES 123 MISSING CASES 0

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 85

VAR034 SALARY RANGE
CODE

```
      I
 .00 ** (      4)
      I  A
      I
1.00 ************** (     51)
      I  B
      I
2.00 ************************************************ (    165)
      I  C
      I
3.00 **** (     10)
      I  D
      I
4.00 **** (     12)
      I  E
      I
5.00 ****** (     19)
      I  F
      I
6.00 ******* (     25)
      I  G
      I
7.00 ******* (     22)
      I  H
      I
8.00 **** (     10)
      I  I
      I
      I.........I.........I.........I.........I.........I
      0         40        80        120       160       200
      FREQUENCY
```

MEAN	2,950	STD ERR	.114	MEDIAN	2,130
MODE	2,000	STD DEV	2,040	VARIANCE	4,161
KURTOSIS	-,055	SKEWNESS	1,122	RANGE	8,000
MINIMUM	0	MAXIMUM	8,000	SUM	938,000
C.V. PCT	69,159	.95 C.I.	2,725	TO	3,175
VALID CASES	318	MISSING CASES	0		

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE 80

VAR034 SALARY RANGE
CODE

```
      I
 .00 ***** (      4)
      I  A
      I
1.00 ******** (      7)
      I  B
      I
2.00 ******************** (     17)
      I  C
      I
3.00 ********** (      8)
      I  D
      I
4.00 *************** (     12)
      I  E
      I
5.00 ********************** (     19)
      I  F
      I
6.00 ****************************** (     24)
      I  G
      I
7.00 ************************** (     22)
      I  H
      I
8.00 ************ (     10)
      I  I
      I
      I.........I.........I.........I.........I.........I
      0         10        20        30        40        50
      FREQUENCY
```

MEAN	4,774	STD ERR	.199	MEDIAN	5,217
MODE	6,000	STD DEV	2,219	VARIANCE	4,924
KURTOSIS	-,881	SKEWNESS	-,448	RANGE	8,000
MINIMUM	0	MAXIMUM	8,000	SUM	592,000
C.V. PCT	46,480	.95 C.I.	4,340	TO	5,149
VALID CASES	124	MISSING CASES	0		

16 AUG 76 FILE = BURER = CREATED 16 AUG 76 PAGE 77

VAR034 SALARY RANGE
CODE

```
      I
2.00 ************************************ (     70)
      I  C
      I
3.00 ** (      1)
      I  D
      I
      I.........I.........I.........I.........I.........I
      0         20        40        60        80        100
      FREQUENCY
```

MEAN	2,014	STD ERR	.014	MEDIAN	2,007
MODE	2,000	STD DEV	.119	VARIANCE	.014
KURTOSIS	66,014	SKEWNESS	8,247	RANGE	1,000
MINIMUM	2,000	MAXIMUM	3,000	SUM	143,000
C.V. PCT	5,892	.95 C.I.	1,986	TO	2,042
VALID CASES	71	MISSING CASES	0		

16 AUG 76 FILE = GB191413 = CREATED 16 AUG 76 PAGE 82

VAR034 SALARY RANGE
CODE

```
      I
1.00 ********************** (     44)
      I  B
      I
2.00 ************************************************ (     78)
      I  C
      I
3.00 ** (      1)
      I  D
      I
      I.........I.........I.........I.........I.........I
      0         20        40        60        80        100
      FREQUENCY
```

MEAN	1,650	STD ERR	.045	MEDIAN	1,720
MODE	2,000	STD DEV	.496	VARIANCE	.246
KURTOSIS	-1,308	SKEWNESS	-.427	RANGE	2,000
MINIMUM	1,000	MAXIMUM	3,000	SUM	203,000
C.V. PCT	30,030	.95 C.I.	1,562	TO	1,739
VALID CASES	123	MISSING CASES	0		

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 87

VAR035 LESSER SALARY
CODE

1,00 ********** (152)
A
2,00 ********** (162)
B
0 ** (4)
(MISSING)

FREQUENCY

MEAN	1,516	STD ERR	,028	MEDIAN	1,531
MODE	2,000	STD DEV	,501	VARIANCE	,251
KURTOSIS	-1,996	SKEWNESS	-,044	RANGE	1,000
MINIMUM	1,000	MAXIMUM	2,000	SUM	478,000
C.V. PCT	33,019	,95 C.I.	1,460	TO	1,572

VALID CASES 314 MISSING CASES 4

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE

VAR035 LESSER SALARY
CODE

1,00 ********** (80)
A
2,00 ********** (41)
B
0 *** (3)
(MISSING)

FREQUENCY

MEAN	1,339	STD ERR	,043	MEDIAN	1,3
MODE	1,000	STD DEV	,475	VARIANCE	,2
KURTOSIS	-1,934	SKEWNESS	,681	RANGE	1,0
MINIMUM	1,000	MAXIMUM	2,000	SUM	162,0
C.V. PCT	35,500	,95 C.I.	1,253	TO	1,4

VALID CASES 121 MISSING CASES 3

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 79

VAR035 LESSER SALARY
CODE

1,00 ********** (26)
A
2,00 ********** (45)
B

FREQUENCY

MEAN	1,634	STD ERR	,058	MEDIAN	1,711
MODE	2,000	STD DEV	,489	VARIANCE	,235
KURTOSIS	-1,891	SKEWNESS	-,555	RANGE	1,000
MINIMUM	1,000	MAXIMUM	2,000	SUM	116,000
C.V. PCT	29,897	,95 C.I.	1,519	TO	1,749

VALID CASES 71 MISSING CASES 0

16 AUG 76 FILE = GSISI413 = CREATED 16 AUG 76 PAGE

VAR035 LESSER SALARY
CODE

1,00 ********** (46)
A
2,00 ********** (76)
B
0 ** (11
(MISSING)

FREQUENCY

MEAN	1,623	STD ERR	,044	MEDIAN	1,6
MODE	2,000	STD DEV	,487	VARIANCE	,2
KURTOSIS	-1,743	SKEWNESS	-,507	RANGE	1,0
MINIMUM	1,000	MAXIMUM	2,000	SUM	198,0
C.V. PCT	29,985	,95 C.I.	1,536	TO	1,71

VALID CASES 122 MISSING CASES 1

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 49

VAR036 HOW MUCH
CODE

=0 ********** (179)
A

1.00 **** (13)
B

2.00 ********** (43)
C

3.00 **** (13)
D

4.00 **** (11)
E

5.00 *** (9)
F

6.00 ***** (14)
G

7.00 ** (8)
H

8.00 ***** (14)
I

9.00 ***** (17)
J

0 40 80 120 160 200
FREQUENCY

MEAN	1.921	STD ERR	.159	MEDIAN	.388	MEAN	2.333
MODE	=0	STD DEV	2.837	VARIANCE	8.047	MODE	=0
KURTOSIS	.542	SKEWNESS	1.367	RANGE	9.000	KURTOSIS	=1.401
MINIMUM	0	MAXIMUM	9.000	SUM	611.000	MINIMUM	0
C.V. PCT	147.644	.95 C.I.	1.806	TO	2.036	C.V. PCT	104.492

VALID CASES 318 MISSING CASES 0

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE 50

VAR036 HOW MUCH
CODE

=0 ********** (55)
A

1.00 ** (21
A

2.00 **** (6)
C

3.00 *** (3)
D

4.00 ****** (8)
E

5.00 ***** (8)
F

6.00 ***** (7)
G

7.00 *** (3)
H

8.00 ******** (10)
I

9.00 ********** (17)
J

0 20 40 60 80 100
FREQUENCY

MEAN	3.408	STD ERR	.324	MEDIAN	2.333		
MODE	=0	STD DEV	3.605	VARIANCE	12.997		
KURTOSIS	=1.401	SKEWNESS	.389	RANGE	9.000		
MINIMUM	0	MAXIMUM	9.000	SUM	427.000		
C.V. PCT	104.492	.95 C.I.	2.803	TO	4.013		

VALID CASES 125 MISSING CASES 0

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 51

VAR036 HOW MUCH
CODE

=0 ********** (47)
A

1.00 **** (3)
B

2.00 ********** (9)
C

3.00 ****** (5)
D

4.00 *** (2)
E

5.00 ** (1)
F

6.00 **** (3)
G

7.00 ** (1)
H

0 10 20 30 40 50
FREQUENCY

MEAN	1.042	STD ERR	.211	MEDIAN	.255	MEAN	.894
MODE	=0	STD DEV	1.776	VARIANCE	3.155	MODE	=0
KURTOSIS	2.250	SKEWNESS	1.753	RANGE	7.000	KURTOSIS	4.842
MINIMUM	0	MAXIMUM	7.000	SUM	74.000	MINIMUM	0
C.V. PCT	170.431	.95 C.I.	.422	TO	1.463	C.V. PCT	163.120

VALID CASES 71 MISSING CASES 0

16 AUG 76 FILE = GB151813 = CREATED 16 AUG 76 PAGE 52

VAR036 HOW MUCH
CODE

=0 ********** (77)
A

1.00 ***** (8)
B

2.00 ********** (28)
C

3.00 **** (5)
D

4.00 *** (4)
G

7.00 ** (1)
H

0 20 40 60 80 100
FREQUENCY

MEAN	.894	STD ERR	.132	MEDIAN	.298		
MODE	=0	STD DEV	1.459	VARIANCE	2.128		
KURTOSIS	4.842	SKEWNESS	2.093	RANGE	7.000		
MINIMUM	0	MAXIMUM	7.000	SUM	110.000		
C.V. PCT	163.120	.95 C.I.	.634	TO	1.155		

VALID CASES 123 MISSING CASES 0

VAR037 WHY NOT

CODE

1.00 ** (5)

2.00 ********** (69)

3.00 ********** (37)

4.00 ******* (24)

5.00 ******** (28)

(MISSING) ********** (155)

FREQUENCY

MEAN	3.006	STD ERR	.092	MEDIAN	2.703
MODE	2.000	STD DEV	1.178	VARIANCE	1.389
KURTOSIS	-1.011	SKEWNESS	.510	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	490.000
C.V. PCT	39.203	.95 C.I.	2.824 TO		3.188

VALID CASES 163 MISSING CASES 155

VAR037 WHY NOT

CODE

1.00 ** (1)

2.00 ********** (21)

3.00 ****** (9)

4.00 *** (4)

5.00 *** (4)

(MISSING) ********** (85)

FREQUENCY

MEAN	2.718	STD ERR	.184	MEDIAN	2.7[illegible]
MODE	2.000	STD DEV	1.050	VARIANCE	1.1[illegible]
KURTOSIS	-.031	SKEWNESS	.998	RANGE	4.00[illegible]
MINIMUM	1.000	MAXIMUM	5.000	SUM	104.00[illegible]
C.V. PCT	38.633	.95 C.I.	2.378 TO		3.05[illegible]

VALID CASES 38 MISSING CASES 85

VAR037 WHY NOT

CODE

1.00 ** (1)

2.00 ********** (18)

3.00 ********** (12)

4.00 ******** (7)

5.00 ********* (8)

(MISSING) ********** (25)

FREQUENCY

MEAN	3.065	STD ERR	.171	MEDIAN	2.833
MODE	2.000	STD DEV	1.162	VARIANCE	1.351
KURTOSIS	-1.026	SKEWNESS	.473	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	141.000
C.V. PCT	37.923	.95 C.I.	2.720 TO		3.410

VALID CASES 46 MISSING CASES 25

VAR037 WHY NOT

CODE

1.00 **** (3)

2.00 ********** (30)

3.00 ********** (16)

4.00 ********** (13)

5.00 ********** (16)

(MISSING) ********** (45)

FREQUENCY

MEAN	3.115	STD ERR	.140	MEDIAN	2.8[illegible]
MODE	2.000	STD DEV	1.238	VARIANCE	1.5[illegible]
KURTOSIS	-1.227	SKEWNESS	.317	RANGE	4.0[illegible]
MINIMUM	1.000	MAXIMUM	5.000	SUM	243.0[illegible]
C.V. PCT	39.730	.95 C.I.	2.836 TO		3.3[illegible]

VALID CASES 78 MISSING CASES 45

16 AUG 76 FILE = COMBINED (CREATED 16 AUG 76) PAGE 93

VAR038 TIME TO DO WORK

CODE

1.00 ********** (55)

2.00 ********** (132)

3.00 ********** (50)

4.00 ***** (17)

5.00 ********** (62)

0 ** (2)

(MISSING) 1

FREQUENCY

MEAN	2.686	STD ERR	.077	MEDIAN	2.280
MODE	2.000	STD DEV	1.362	VARIANCE	1.856
KURTOSIS	-.861	SKEWNESS	.644	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	847.000
C.V. PCT	50.830	.95 C.I.	2.530	TO	2.831

VALID CASES 316 MISSING CASES 2

16 AUG 76 FILE = EXEC (CREATED 16 AUG 76) PAGE 88

VAR038 TIME TO DO WORK

CODE

1.00 ********** (26)

2.00 ********** (49)

3.00 ********** (20)

4.00 *** (3)

5.00 ********** (26)

0 ** (1)

(MISSING) 1

FREQUENCY

MEAN	2.618	STD ERR	.127	MEDIAN	2.220
MODE	2.000	STD DEV	1.406	VARIANCE	1.976
KURTOSIS	-.819	SKEWNESS	.700	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	322.000
C.V. PCT	53.693	.95 C.I.	2.507	TO	2.849

VALID CASES 123 MISSING CASES 1

16 AUG 76 FILE = SUPER (CREATED 16 AUG 76) PAGE 85

VAR038 TIME TO DO WORK

CODE

1.00 ********** (8)

2.00 ********** (34)

3.00 ********** (12)

4.00 ***** (4)

5.00 ********** (13)

FREQUENCY

MEAN	2.718	STD ERR	.153	MEDIAN	2.309
MODE	2.000	STD DEV	1.289	VARIANCE	1.662
KURTOSIS	-.842	SKEWNESS	.738	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	193.000
C.V. PCT	47.431	.95 C.I.	2.413	TO	3.023

VALID CASES 71 MISSING CASES 0

16 AUG 76 FILE = G8151413 (CREATED 16 AUG 76) PAGE 90

VAR038 TIME TO DO WORK

CODE

1.00 ********** (21)

2.00 ********** (49)

3.00 ********** (18)

4.00 ********** (11)

5.00 ********** (23)

0 ** (1)

(MISSING) 1

FREQUENCY

MEAN	2.721	STD ERR	.124	MEDIAN	2.316
MODE	2.000	STD DEV	1.368	VARIANCE	1.872
KURTOSIS	-.996	SKEWNESS	.551	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	332.000
C.V. PCT	50.279	.95 C.I.	2.476	TO	2.967

VALID CASES 122 MISSING CASES 1

VAR039 TIME YOU SPEND AT WORK

CODE

```
      I
1.00  ******* (    56)
      I  A
      I
2.00  ************************ (   210)
      I  B
      I
3.00  * (     4)
      I  C
      I
4.00  **** (    29)
      I  D
      I
5.00  *** (    17)
      I  E
      I
    0 * (     2)
(MISSING) I
      I
      I.....I.....I.....I.....I.....I
      0    100   200   300   400   500
      FREQUENCY
```

MEAN	2.180	STD ERR	.057	MEDIAN	1.986
MODE	2.000	STD DEV	1.006	VARIANCE	1.012
KURTOSIS	1.678	SKEWNESS	1.452	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	689.000
C.V. PCT	46.133	.95 C.I.	2.089	TO	2.292

VALID CASES 316 MISSING CASES 2

VAR039 TIME YOU SPEND AT WORK

CODE

```
      I
1.00  ****************** (    35)
      I  A
      I
2.00  ******************************** (    60)
      I  B
      I
3.00  ** (     2)
      I  C
      I
4.00  ********** (    20)
      I  D
      I
5.00  **** (     6)
      I  E
      I
    0 ** (     1)
(MISSING) I
      I
      I.....I.....I.....I.....I.....I
      0    20    40    60    80   100
      FREQUENCY
```

MEAN	2.203	STD ERR	.105	MEDIAN	1.94
MODE	2.000	STD DEV	1.166	VARIANCE	1.36
KURTOSIS	-.007	SKEWNESS	.969	RANGE	4.00
MINIMUM	1.000	MAXIMUM	5.000	SUM	271.00
C.V. PCT	52.930	.95 C.I.	1.995	TO	2.41

VALID CASES 123 MISSING CASES 1

VAR039 TIME YOU SPEND AT WORK

CODE

```
      I
1.00  ****** (    10)
      I  A
      I
2.00  ************************** (    54)
      I  B
      I
4.00  *** (     3)
      I  D
      I
5.00  *** (     4)
      I  E
      I
      I.....I.....I.....I.....I.....I
      0    20    40    60    80   100
      FREQUENCY
```

MEAN	2.113	STD ERR	.107	MEDIAN	1.972
MODE	2.000	STD DEV	.901	VARIANCE	.816
KURTOSIS	4.217	SKEWNESS	2.004	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	150.000
C.V. PCT	42.649	.95 C.I.	1.899	TO	2.326

VALID CASES 71 MISSING CASES 0

VAR039 TIME YOU SPEND AT WORK

CODE

```
      I
1.00  ******* (    11)
      I  A
      I
2.00  ************************************************ (    96)
      I  B
      I
3.00  ** (     2)
      I  C
      I
4.00  **** (     6)
      I  D
      I
5.00  ***** (     7)
      I  E
      I
    0 ** (     1)
(MISSING) I
      I
      I.....I.....I.....I.....I.....I
      0    20    40    60    80   100
      FREQUENCY
```

MEAN	2.197	STD ERR	.080	MEDIAN	2.02
MODE	2.000	STD DEV	.887	VARIANCE	.78
KURTOSIS	3.998	SKEWNESS	2.029	RANGE	4.00
MINIMUM	1.000	MAXIMUM	5.000	SUM	268.00
C.V. PCT	40.399	.95 C.I.	2.038	TO	2.35

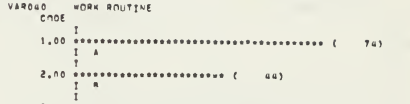
VALID CASES 122 MISSING CASES 1

VAR040 WORK ROUTINE
CODE

MEAN	1.541	STD ERR	.039	MEDIAN	1.435
MODE	1.000	STD DEV	.684	VARIANCE	.471
KURTOSIS	3.148	SKEWNESS	1.534	RANGE	3.000
MINIMUM	1.000	MAXIMUM	4.000	SUM	444.000
C.V. PCT	44.405	.95 C.I.	1.465	TO	1.618

VALID CASES 316 MISSING CASES 4

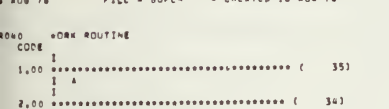
VAR040 WORK ROUTINE
CODE



MEAN	1.472	STD ERR	.061	MEDIAN	1.331
MODE	1.000	STD DEV	.681	VARIANCE	.464
KURTOSIS	3.747	SKEWNESS	1.742	RANGE	3.000
MINIMUM	1.000	MAXIMUM	4.000	SUM	181.000
C.V. PCT	46.307	.95 C.I.	1.350	TO	1.593

VALID CASES 123 MISSING CASES 1

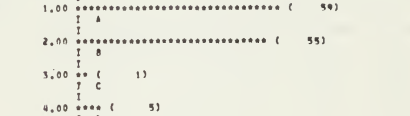
VAR040 WORK ROUTINE
CODE



MEAN	1.583	STD ERR	.077	MEDIAN	1.515
MODE	1.000	STD DEV	.449	VARIANCE	.421
KURTOSIS	3.155	SKEWNESS	1.344	RANGE	3.000
MINIMUM	1.000	MAXIMUM	4.000	SUM	111.000
C.V. PCT	61.499	.95 C.I.	1.410	TO	1.717

VALID CASES 71 MISSING CASES 0

VAR040 WORK ROUTINE
CODE



MEAN	1.400	STD ERR	.065	MEDIAN	1.318
MODE	1.000	STD DEV	.715	VARIANCE	.511
KURTOSIS	2.446	SKEWNESS	1.447	RANGE	3.000
MINIMUM	1.000	MAXIMUM	4.000	SUM	192.000
C.V. PCT	44.674	.95 C.I.	1.271	TO	1.729

VALID CASES 120 MISSING CASES 3

```
16 AUG 76        FILE = COMBINED = CREATED 16 AUG 76          PAGE  99

VAR0041    POLICY IS ACCEPTED
     CODE
          I
     1.00 **** (     11)
          I  A
          I
     2.00 ********************* (     80)
          I  B
          I
     3.00 ************************************************** (    185)
          I  C
          I
     4.00 ****** (     16)
          I  D
          I
     5.00 ** (      4)
          I  E
          I
        0 ****** (     20)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80        120       160       200
          FREQUENCY

MEAN          2.748       STD ERR       .040       MEDIAN        2.816
MODE          3.000       STD DEV       .683       VARIANCE       .467
KURTOSIS      1.273       SKEWNESS     -.074       RANGE         4.000
MINIMUM       1.000       MAXIMUM      5.000       SUM         818.000
C.V. PCT     24.888       .95 C.I.     2.667            TO       2.823

VALID CASES     298       MISSING CASES    20
```

```
16 AUG 76        FILE = EXEC     = CREATED 16 AUG 76          PAGE

VAR0041    POLICY IS ACCEPTED
     CODE
          I
     1.00 **** (      5)
          I  A
          I
     2.00 ************ (     22)
          I  B
          I
     3.00 ************************************** (     71)
          I  C
          I
     4.00 ****** (      9)
          I  D
          I
     5.00 ** (      1)
          I  E
          I
        0 ********* (     16)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80        100
          FREQUENCY

MEAN          2.806       STD ERR       .066       MEDIAN        2.84
MODE          3.000       STD DEV       .690       VARIANCE       .47
KURTOSIS      1.333       SKEWNESS     -.415       RANGE         4.00
MINIMUM       1.000       MAXIMUM      5.000       SUM         303.00
C.V. PCT     24.588       .95 C.I.     2.674            TO       2.93

VALID CASES     108       MISSING CASES    16
```

```
16 AUG 76        FILE = SUPER    = CREATED 16 AUG 76          PAGE  91

VAR0041    POLICY IS ACCEPTED
     CODE
          I
     1.00 ** (      1)
          I  A
          I
     2.00 ********************** (     22)
          I  B
          I
     3.00 ******************************************** (     43)
          I  C
          I
     4.00 **** (      3)
          I  D
          I
     5.00 ** (      1)
          I  E
          I
        0 ** (      1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY

MEAN          2.729       STD ERR       .076       MEDIAN        2.779
MODE          3.000       STD DEV       .835       VARIANCE       .404
KURTOSIS      1.498       SKEWNESS     -.289       RANGE         4.000
MINIMUM       1.000       MAXIMUM      5.000       SUM         191.000
C.V. PCT     23.281       .95 C.I.     2.577            TO       2.880

VALID CASES      70       MISSING CASES     1
```

```
16 AUG 76        FILE = G8151613 = CREATED 16 AUG 76          PAGE

VAR0041    POLICY IS ACCEPTED
     CODE
          I
     1.00 **** (      5)
          I  A
          I
     2.00 ****************** (     36)
          I  B
          I
     3.00 ************************************ (     71)
          I  C
          I
     4.00 **** (      6)
          I  D
          I
     5.00 ** (      2)
          I  E
          I
        0 *** (      3)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80        100
          FREQUENCY

MEAN          2.700       STD ERR       .068       MEDIAN        2.76
MODE          3.000       STD DEV       .709       VARIANCE       .49
KURTOSIS      1.249       SKEWNESS     -.061       RANGE         4.00
MINIMUM       1.000       MAXIMUM      5.000       SUM         324.00
C.V. PCT     26.123       .95 C.I.     2.573            TO       2.82

VALID CASES     120       MISSING CASES     3
```

16 AUG 76 FILE = CUMBINED = CREATED 16 AUG 76 PAGE 101

VAR042 DECISION MAKER

CODE		
1,00	**** (	25)
	I A	
2,00	*** (	15)
	I B	
3,00	********** (	233)
	I C	
4,00	* (	4)
	I D	
5,00	***** (	35)
	I E	
0	** (	6)
(MISSING)	I	

FREQUENCY

MEAN	3,029	STD ERR	,052	MEDIAN	2,998
MODE	3,000	STD DEV	,912	VARIANCE	,832
KURTOSIS	1,531	SKEWNESS	,194	RANGE	4,000
MINIMUM	1,000	MAXIMUM	5,000	SUM	945,000
C.V. PCT	30,114	,95 C.I.	2,927 TO		3,130

VALID CASES 312 MISSING CASES 6

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE 96

VAR042 DECISION MAKER

CODE		
1,00	********** (	18)
	I A	
2,00	****** (	9)
	I B	
3,00	********** (	73)
	I C	
4,00	** (	2)
	I D	
5,00	********** (	18)
	I E	
0	*** (	8)
(MISSING)	I	

FREQUENCY

MEAN	2,942	STD ERR	,104	MEDIAN	2,952
MODE	3,000	STD DEV	1,140	VARIANCE	1,299
KURTOSIS	-,045	SKEWNESS	,114	RANGE	4,000
MINIMUM	1,000	MAXIMUM	5,000	SUM	353,000
C.V. PCT	38,748	,95 C.I.	2,736 TO		3,148

VALID CASES 120 MISSING CASES 8

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 93

VAR042 DECISION MAKER

CODE		
1,00	**** (	5)
	I A	
2,00	** (	2)
	I B	
3,00	********** (	58)
	I C	
5,00	**** (	6)
	I E	

FREQUENCY

MEAN	3,000	STD ERR	,096	MEDIAN	2,991
MODE	3,000	STD DEV	,811	VARIANCE	,657
KURTOSIS	2,973	SKEWNESS	,162	RANGE	4,000
MINIMUM	1,000	MAXIMUM	5,000	SUM	213,000
C.V. PCT	27,021	,95 C.I.	2,808 TO		3,192

VALID CASES 71 MISSING CASES 0

16 AUG 76 FILE = 03151813 = CREATED 16 AUG 76 PAGE 98

VAR042 DECISION MAKER

CODE		
1,00	** (	2)
	I A	
2,00	** (	4)
	I B	
3,00	********** (	102)
	I C	
4,00	** (	2)
	I D	
5,00	**** (	11)
	I E	
0	** (	2)
(MISSING)	I	

FREQUENCY

MEAN	3,132	STD ERR	,062	MEDIAN	3,038
MODE	3,000	STD DEV	,682	VARIANCE	,464
KURTOSIS	4,048	SKEWNESS	1,252	RANGE	4,000
MINIMUM	1,000	MAXIMUM	5,000	SUM	379,000
C.V. PCT	21,787	,95 C.I.	3,009 TO		3,255

VALID CASES 121 MISSING CASES 2

16 AUG 76 FILE = CUMMINED = CREATED 16 AUG 76 PAGE 103

VAR043 MAVERICK

CODE

1.00 *** (8)
A

2.00 **** (131
B

3.00 ********** (113)
C

4.00 ********** (167)
D

5.00 **** (12)
E

0 ** (5)
(MISSING)

FREQUENCY

MEAN	3.518	STD ERR	.042	MEDIAN	3.638
MODE	4.000	STD DEV	.751	VARIANCE	.565
KURTOSIS	1.695	SKEWNESS	-.491	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	1101.000
C.V. PCT	21.361	.95 C.I.	3.434	TO	3.601

VALID CASES 313 MISSING CASES 5

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE

VAR043 MAVERICK

CODE

1.00 *** (31)
A

2.00 **** (51
B

3.00 ********** (371
C

4.00 ********** (72)
D

5.00 **** (5)
E

0 ** (2)
(MISSING)

FREQUENCY

MEAN	3.582	STD ERR	.068	MEDIAN	3.72
MODE	4.000	STD DEV	.748	VARIANCE	.55
KURTOSIS	2.095	SKEWNESS	-1.175	RANGE	4.00
MINIMUM	1.000	MAXIMUM	5.000	SUM	437.00
C.V. PCT	20.879	.95 C.I.	3.448	TO	3.71

VALID CASES 122 MISSING CASES 2

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 95

VAR043 MAVERICK

CODE

2.00 *** (2)
B

3.00 ********** (331
C

4.00 ********** (34)
D

5.00 *** (2)
E

FREQUENCY

MEAN	3.507	STD ERR	.072	MEDIAN	3.515
MODE	4.000	STD DEV	.604	VARIANCE	.365
KURTOSIS	-.382	SKEWNESS	-.027	RANGE	3.000
MINIMUM	2.000	MAXIMUM	5.000	SUM	249.000
C.V. PCT	17.293	.95 C.I.	3.363	TO	3.651

VALID CASES 71 MISSING CASES 0

16 AUG 76 FILE = 03191413 = CREATED 16 AUG 76 PAGE 11

VAR043 MAVERICK

CODE

1.00 **** (5)
A

2.00 **** (61)
B

3.00 ********** (431
C

4.00 ********** (611
D

5.00 **** (5)
F

0 *** (31
(MISSING)

FREQUENCY

MEAN	3.458	STD ERR	.076	MEDIAN	3.598
MODE	4.000	STD DEV	.829	VARIANCE	.687
KURTOSIS	1.387	SKEWNESS	-1.072	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	414.000
C.V. PCT	23.973	.95 C.I.	3.308	TO	3.608

VALID CASES 120 MISSING CASES 3

VAR044 FUNCTION AT NEW LEVEL
CODE

```
1,00 ****************** (    34)
     I  A
     I
2,00 ******************************* (    58)
     I  B
     I
3,00 ******************************* (    58)
     I  C
     I
4,00 ********************************************** (    87)
     I  D
     I
5,00 ***************************** (    53)
     I  E
     I
   0 ***************** (    30)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY
```

AN	3,240	STD ERR	,074	MEDIAN	3,431
DE	4,000	STD DEV	1,286	VARIANCE	1,653
RTOSIS	-1,044	SKEWNESS	-,264	RANGE	4,000
NIMUM	1,000	MAXIMUM	5,000	SUM	933,000
V. PCT	39,689	,95 C.I.	3,098	TO	3,389

LID CASES 288 MISSING CASES 30

VAR044 FUNCTION AT NEW LEVEL
CODE

```
1,00 ***************** (    14)
     I  A
     I
2,00 ************************* (    22)
     I  B
     I
3,00 ************************ (    21)
     I  C
     I
4,00 ********************************* (    29)
     I  D
     I
5,00 ************** (    12)
     I  E
     I
   0 ***************************** (    26)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY
```

MEAN	3,031	STD ERR	,128	MEDIAN	3,119
MODE	4,000	STD DEV	1,264	VARIANCE	1,597
KURTOSIS	-1,088	SKEWNESS	-,119	RANGE	4,000
MINIMUM	1,000	MAXIMUM	5,000	SUM	297,000
C.V. PCT	41,698	,95 C.I.	2,777	TO	3,284

VALID CASES 98 MISSING CASES 26

VAR044 FUNCTION AT NEW LEVEL
CODE

```
1,00 ******* (     9)
     I  A
     I
2,00 ********* (    11)
     I  B
     I
3,00 ******************** (    18)
     I  C
     I
4,00 ************************ (    21)
     I  D
     I
5,00 ******************** (    17)
     I  E
     I
   0 ** (     1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY
```

MEAN	3,500	STD ERR	,146	MEDIAN	3,643
MODE	4,000	STD DEV	1,225	VARIANCE	1,500
KURTOSIS	-,625	SKEWNESS	-,501	RANGE	4,000
MINIMUM	1,000	MAXIMUM	5,000	SUM	245,000
C.V. PCT	34,993	,95 C.I.	3,209	TO	3,792

VALID CASES 70 MISSING CASES 1

VAR044 FUNCTION AT NEW LEVEL
CODE

```
1,00 ***************** (    14)
     I  A
     I
2,00 ***************************** (    24)
     I  B
     I
3,00 ******************** (    19)
     I  C
     I
4,00 ****************************************** (    37)
     I  D
     I
5,00 ************************** (    24)
     I  E
     I
   0 **** (     3)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY
```

MEAN	3,258	STD ERR	,120	MEDIAN	3,527
MODE	4,000	STD DEV	1,319	VARIANCE	1,739
KURTOSIS	-1,147	SKEWNESS	-,263	RANGE	4,000
MINIMUM	1,000	MAXIMUM	5,000	SUM	391,000
C.V. PCT	40,477	,95 C.I.	3,020	TO	3,497

VALID CASES 120 MISSING CASES 3

VAR045 FAMILY RELATIONSHIP

CODE

1.00 ********** (109)
A

2.00 ******** (71)
B

3.00 ******** (68)
C

4.00 *** (22)
D

5.00 ***** (43)
E

0 * (5)
(MISSING)

0 40 80 120 160 200
FREQUENCY

MEAN	2.422	STD ERR	.078	MEDIAN	2.189
MODE	1.000	STD DEV	1.383	VARIANCE	1.911
KURTOSIS	-.807	SKEWNESS	.629	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	758.000
C.V. PCT	57.088	.95 C.I.	2.268	TO	2.575

VALID CASES 313 MISSING CASES 5

VAR045 FAMILY RELATIONSHIP

CODE

1.00 ********** (40)
A

2.00 ********* (24)
B

3.00 ********** (30)
C

4.00 **** (11)
D

5.00 ******* (18)
E

0 * (1)
(MISSING)

0 10 20 30 40 50
FREQUENCY

MEAN	2.537	STD ERR	.127	MEDIAN	2.396
MODE	1.000	STD DEV	1.404	VARIANCE	1.972
KURTOSIS	-1.003	SKEWNESS	.489	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	312.000
C.V. PCT	55.341	.95 C.I.	2.286	TO	2.787

VALID CASES 123 MISSING CASES 1

VAR045 FAMILY RELATIONSHIP

CODE

1.00 ********** (23)
A

2.00 ***** (13)
B

3.00 ******** (18)
C

4.00 *** (6)
D

5.00 ***** (11)
E

0 10 20 30 40 50
FREQUENCY

MEAN	2.563	STD ERR	.189	MEDIAN	2.462
MODE	1.000	STD DEV	1.422	VARIANCE	2.021
KURTOSIS	-1.039	SKEWNESS	.442	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	182.000
C.V. PCT	55.458	.95 C.I.	2.227	TO	2.900

VALID CASES 71 MISSING CASES 0

VAR045 FAMILY RELATIONSHIP

CODE

1.00 ********** (44)
A

2.00 ********** (34)
B

3.00 ******* (20)
C

4.00 ** (5)
D

5.00 ***** (14)
E

0 ** (4)
(MISSING)

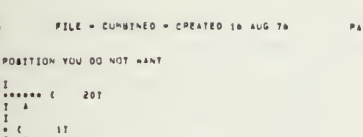
0 10 20 30 40 50
FREQUENCY

MEAN	2.218	STD ERR	.121	MEDIAN	1.897
MODE	1.000	STD DEV	1.322	VARIANCE	1.748
KURTOSIS	-.212	SKEWNESS	.941	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	264.000
C.V. PCT	59.604	.95 C.I.	1.978	TO	2.459

VALID CASES 119 MISSING CASES 4

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 109

VAR046 POSITION YOU DO NOT WANT
CODE

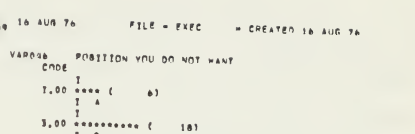


MEAN	3.820	STD ERR	.058	MEDIAN	3.764
MODE	4.000	STD DEV	.937	VARIANCE	.878
KURTOSIS	1.720	SKEWNESS	-1.137	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	1097.000
C.V. PCT	25.891	.95 C.I.	3.514	TO	3.726

VALID CASES 303 MISSING CASES 15

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE 104

VAR046 POSITION YOU DO NOT WANT
CODE



MEAN	3.851	STD ERR	.083	MEDIAN	3.944
MODE	4.000	STD DEV	.885	VARIANCE	.783
KURTOSIS	3.794	SKEWNESS	-1.553	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	439.000
C.V. PCT	22.977	.95 C.I.	3.687	TO	4.015

VALID CASES 114 MISSING CASES 10

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 101

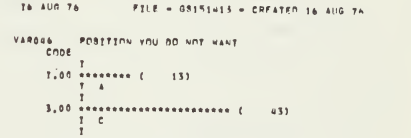
VAR046 POSITION YOU DO NOT WANT
CODE

MEAN	3.809	STD ERR	.088	MEDIAN	3.836
MODE	4.000	STD DEV	.732	VARIANCE	.536
KURTOSIS	1.184	SKEWNESS	-.381	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	249.000
C.V. PCT	20.284	.95 C.I.	3.633	TO	3.785

VALID CASES 69 MISSING CASES 2

16 AUG 76 FILE = GSISWIS = CREATED 16 AUG 76 PAGE 106

VAR046 POSITION YOU DO NOT WANT
CODE



MEAN	3.888	STD ERR	.095	MEDIAN	3.975
MODE	4.000	STD DEV	1.041	VARIANCE	1.048
KURTOSIS	.719	SKEWNESS	-.966	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	499.000
C.V. PCT	30.547	.95 C.I.	3.220	TO	3.597

VALID CASES 120 MISSING CASES 3

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 111

VAR0047 ACCEPTED EMPLOYMENT

CODE		
1.00	A	98
2.00	B	24
3.00	C	118
4.00	D	25
5.00	E	37
0		16
(MISSING)		1

FREQUENCY

MEAN	2.613	STD ERR	.076	MEDIAN	2.746
MODE	3.000	STD DEV	1.329	VARIANCE	1.766
KURTOSIS	-.931	SKEWNESS	.250	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	789.000
C.V. PCT	50.871	.95 C.I.	2.462 TO		2.763

VALID CASES 302 MISSING CASES 16

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PA

VAR0047 ACCEPTED EMPLOYMENT

CODE		
1.00	A	27
2.00	B	17
3.00	C	42
4.00	D	16
5.00	E	11
0		11
(MISSING)		1

FREQUENCY

MEAN	2.708	STD ERR	.118	MEDIAN	2
MODE	3.000	STD DEV	1.251	VARIANCE	1
KURTOSIS	-.860	SKEWNESS	.126	RANGE	4
MINIMUM	1.000	MAXIMUM	5.000	SUM	304
C.V. PCT	46.208	.95 C.I.	2.475 TO		2.

VALID CASES 113 MISSING CASES 11

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 103

VAR0047 ACCEPTED EMPLOYMENT

CODE		
1.00	A	27
2.00	B	9
3.00	C	27
4.00	D	7
5.00	E	7
0		1
(MISSING)		1

FREQUENCY

MEAN	2.300	STD ERR	.151	MEDIAN	2.389
MODE	1.000	STD DEV	1.267	VARIANCE	1.604
KURTOSIS	-.597	SKEWNESS	.628	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	161.000
C.V. PCT	55.071	.95 C.I.	1.998 TO		2.602

VALID CASES 70 MISSING CASES 1

16 AUG 76 FILE = GS151413 = CREATED 16 AUG 76 PAGE

VAR0047 ACCEPTED EMPLOYMENT

CODE		
1.00	A	46
2.00	B	2
3.00	C	
4.00	D	9
5.00	E	19
0		4
(MISSING)		

FREQUENCY

MEAN	2.706	STD ERR	.130	MEDIAN	2.4
MODE	3.000	STD DEV	1.416	VARIANCE	2
KURTOSIS	-1.107	SKEWNESS	.152	RANGE	4.
MINIMUM	1.000	MAXIMUM	5.000	SUM	322.
C.V. PCT	52.343	.95 C.I.	2.449 TO		2.

VALID CASES 119 MISSING CASES 4

```
VARIABLE  VACATION                                                    VARIABLE  VACATION
  CODE                                                                  CODE
          I                                                                     I
 1.00     ************** (    51)                                      1.00     ************************ (    93)
          I  A                                                                  I  A
          I                                                                     I
 2.00     ******************* (    71)                                  2.00     ************************************** (   141
          I  B                                                                  I  B
          I                                                                     I
 3.00     ************************************** (   141             3.00     ********************************************* (    39)
          I  C                                                                  I  C
          I                                                                     I
 4.00     ********** (    38)                                          4.00     ******************** (    19)
          I  D                                                                  I  D
          I                                                                     I
 5.00     ** (     5)                                                  5.00     ****** (     5)
          I  E                                                                  I  E
          I                                                                     I
        0 **** (    12)                                                       0 *** (     2)
(MISSING) I                                                           (MISSING) I
          I                                                                     I
          I.........I.........I.........I.........I.........I                    I.........I.........I.........I.........I.........I
          0        40        80        120       160       200                   0        10        20        30        40        50
          FREQUENCY                                                             FREQUENCY

AN          2.582     STD ERR      .055     MEDIAN      2.720  MEAN          2.566     STD ERR      .099     MEDIAN      2.551
DE          1.008     STD DEV      .961     VARIANCE     .924  MODE          3.000     STD DEV     1.091     VARIANCE    1.190
OTOSIS      -.68A     SKEWNESS     -.12A    RANGE       4.000  KURTOSIS      -.850     SKEWNESS     .234     RANGE       4.000
NIMUM       1.000     MAXIMUM      5.000    SUM       793.000  MINIMUM       1.000     MAXIMUM      5.000     SUM       313.000
V. PCT     37.100     .95 C.I.     2.483          TO   2.700  C.V. PCT     42.517     .95 C.I.     2.370          TO   2.761

LID CASES     306     MISSING CASES    12                      VALID CASES     122     MISSING CASES     2
```



```
VARIABLE  VACATION                                                    VARIABLE  VACATION
  CODE                                                                  CODE
          I                                                                     I
 1.00     ********* (     8)                                          1.00     ********** (    20)
          I  A                                                                  I  A
          I                                                                     I
 2.00     ***************** (    16)                                   2.00     ********** (    19)
          I  B                                                                  I  B
          I                                                                     I
 3.00     ************************************** (    35)             3.00     ************************************** (    67
          I  C                                                                  I  C
          I                                                                     I
 4.00     ********** (     9)                                          4.00     ****** (    10
          I  D                                                                  I  D
          I                                                                     I
        0 **** (    3                                                         0 **** (     7)
(MISSING) I                                                           (MISSING) I
          I                                                                     I
          I.........I.........I.........I.........I.........I                    I.........I.........I.........I.........I.........I
          0        10        20        30        40        50                   0        20        40        60        80        100
          FREQUENCY                                                             FREQUENCY

AN          2.662     STD ERR      .104     MEDIAN      2.786  MEAN          2.57A     STD ERR      .041     MEDIAN      2.744
DE          1.008     STD DEV      .857     VARIANCE     .735  MODE          3.000     STD DEV      .A76     VARIANCE    .7AA
TOSIS       -.370     SKEWNESS     -.040    RANGE       3.000  KURTOSIS      -.485     SKEWNESS     -.428    RANGE       3.000
NIMUM       1.000     MAXIMUM      4.000    SUM       181.000  MINIMUM       1.000     MAXIMUM      4.000     SUM       309.000
V. PCT     32.201     .95 C.I.     2.456          TO   2.869  C.V. PCT     33.99A     .95 C.I.     2.416          TO   2.739

LID CASES      68     MISSING CASES     3                      VALID CASES     11A     MISSING CASES     7
```

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 115

```
VAR049    HEALTH
   CODE
                I
  1.00 ** (     2)
       I  A
       I
  2.00 ****************************************  (   148)
       I  B
       I
  3.00 ***********************  (    88)
       I  C
       I
  4.00 **********  (    38)
       I  D
       I
  5.00 ************  (    43)
       I  E
       I
     0 **  (     3)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
                  FREQUENCY
```

MEAN	2.898	STD ERR	.060	MEDIAN	2.505
MODE	2.000	STD DEV	1.069	VARIANCE	1.143
KURTOSIS	-.835	SKEWNESS	.045	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	913.000
C.V. PCT	36.878	.95 C.I.	2.780	TO	3.017

VALID CASES 315 MISSING CASES 3

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PA

```
VAR049    HEALTH
   CODE
                I
  1.00 ** (     2)
       I  A
       I
  2.00 ******************************  (    96)
       I  B
       I
  3.00 ******************  (    55)
       I  C
       I
  4.00 ********  (    16)
       I  D
       I
  5.00 *********  (    16)
       I  E
       I
     0 **  (     1)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
                  FREQUENCY
```

MEAN	2.886	STD ERR	.097	MEDIAN	
MODE	2.000	STD DEV	1.073	VARIANCE	
KURTOSIS	-.699	SKEWNESS	.787	RANGE	
MINIMUM	1.000	MAXIMUM	5.000	SUM	35
C.V. PCT	37.170	.95 C.I.	2.695	TO	

VALID CASES 123 MISSING CASES 1

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 107

```
VAR049    HEALTH
   CODE
                I
  2.00 ************************************  (    36)
       I  B
       I
  3.00 ************************  (    23)
       I  C
       I
  4.00 *******  (     6)
       I  D
       I
  5.00 *********  (     8)
       I  E
       I
       I.........I.........I.........I.........I.........I
       0        10        20        30        40        50
               FREQUENCY
```

MEAN	2.831	STD ERR	.119	MEDIAN	2.565
MODE	2.000	STD DEV	1.008	VARIANCE	1.000
KURTOSIS	-1.034	SKEWNESS	1.034	RANGE	3.000
MINIMUM	2.000	MAXIMUM	5.000	SUM	201.000
C.V. PCT	35.316	.95 C.I.	2.594	TO	3.068

VALID CASES 71 MISSING CASES 0

16 AUG 76 FILE = 08151413 = CREATED 16 AUG 76 PAG

```
VAR049    HEALTH
   CODE
                I
  2.00 ********************************  (    98)
       I  B
       I
  3.00 ****************  (    30)
       I  C
       I
  4.00 ********  (    16)
       I  D
       I
  5.00 **********  (    19)
       I  F
       I
     0 **  (     2)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
                  FREQUENCY
```

MEAN	2.950	STD ERR	.101	MEDIAN	2.
MODE	2.000	STD DEV	1.109	VARIANCE	1.
KURTOSIS	-.704	SKEWNESS	.797	RANGE	3.
MINIMUM	2.000	MAXIMUM	5.000	SUM	357.
C.V. PCT	37.603	.95 C.I.	2.751	TO	3.

VALID CASES 121 MISSING CASES 2

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 117

```
VAR050    TERMINATE FRIEND
  CODE
                I
     2. * (     1)
        I  B
        I
     3. * (     2)
        I  C
        I
     4. * (     1)
        I  D
        I
     5. ********************  (   206)
        I  E
        I
     0 **********  (   108)
(MISSING) I
        I
        I.........I.........I.........I.........I.........I
        0        100       200       300       400       500
        FREQUENCY
```

MEAN	4.962	STD ERR	.020	MEDIAN	4.990
MODE	5.000	STD DEV	.291	VARIANCE	.085
KURTOSIS	69.060	SKEWNESS	-8.170	RANGE	3.000
MINIMUM	2.000	MAXIMUM	5.000	SUM	1042.000
C.V. PCT	5.866	.95 C.I.	4.922	TO	5.001

VALID CASES 210 MISSING CASES 108

16 AUG 76 FILE = EXPC = CREATED 16 AUG 76 PAGE 112

```
VAR090    TERMINATE FRIEND
  CODE
                I
     5. ********************************  (    97)
        I  E
        I
     0 ********************************  (    67)
(MISSING) I
        I
        I.........I.........I.........I.........I.....  ...I
        0        20        40        60        80       100
        FREQUENCY
```

MEAN	5.000	STD ERR	0	MEDIAN	5.000
MODE	5.000	STD DEV	0	VARIANCE	0
RANGE	0	MINIMUM	5.000	MAXIMUM	5.000
SUM	485.000	C.V. PCT	0	.95 C.I.	5.000
TO	5.000				

VALID CASES 97 MISSING CASES 67

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 109

```
VAR050    TERMINATE FRIEND
  CODE
                I
     5. ********************************  (    32)
        I  E
        I
     0 ****************************************  (    39)
(MISSING) I
        I
        I.........I.........I.........I.........I.........I
        0        10        20        30        40        50
        FREQUENCY
```

MEAN	5.000	STD ERR	0	MEDIAN	5.000
MODE	5.000	STD DEV	0	VARIANCE	0
RANGE	0	MINIMUM	5.000	MAXIMUM	5.000
SUM	160.000	C.V. PCT	0	.95 C.I.	5.000
TO	5.000				

VALID CASES 32 MISSING CASES 39

16 AUG 76 FILE = 08151413 = CREATED 16 AUG 76 PAGE 114

```
VAR050    TERMINATE FRIEND
  CODE
                I
     2. * (     1)
        I  B
        I
     3. ** (     2)
        I  C
        I
     4. * (     1)
        I  D
        I
     5. ************************  (   117)
        I  E
        I
     0 ** (     2)
(MISSING) I
        I
        I.........I.........I.........I.........I.........I
        0        40        80       120       160       200
        FREQUENCY
```

MEAN	4.934	STD ERR	.035	MEDIAN	4.983
MODE	5.000	STD DEV	.382	VARIANCE	.146
KURTOSIS	37.763	SKEWNESS	-6.100	RANGE	3.000
MINIMUM	2.000	MAXIMUM	5.000	SUM	597.000
C.V. PCT	7.734	.95 C.I.	4.865	TO	5.003

VALID CASES 121 MISSING CASES 2

```
16 AUG 76        FILE = COMBINED  (CREATED 16 AUG 76)        PAGE 110

VAR051    CONFLICT SITUATION
     CODE
          I
     1.00 ******  (    21)
          I  A
          I
     2.00 ********  (    27)
          I  B
          I
     3.00 **************************  (   101)
          I  C
          I
     4.00 *  (     1)
          I  D
          I
     5.00 ***********  (    40)
          I  E
          I
        0 **********************************  (   128)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0         40        80        120       160       200
          FREQUENCY

MEAN          1.063       STD ERR        .087       MEDIAN        2.965
MODE          3.000       STD DEV       1.194       VARIANCE      1.435
KURTOSIS      -.473       SKEWNESS       .230       RANGE         4.000
MINIMUM       1.000       MAXIMUM       5.000       SUM         582.000
C.V. PCT     39.109       .95 C.I.      2.892            TO       3.235

VALID CASES      190      MISSING CASES    128
```

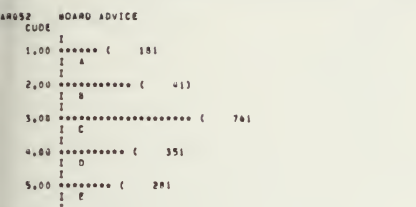
```
16 AUG 76        FILE = EXEC  (CREATED 16 AUG 76)        PAGE

VAR051    CONFLICT SITUATION
     CODE
          I
     1.00 ******  (     9)
          I  A
          I
     2.00 ****  (     5)
          I  B
          I
     3.00 ************  (    21)
          I  C
          I
     5.00 ******  (    10)
          I  E
          I
        0 ************************************  (    70)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0         20        40        60        80        100
          FREQUENCY

MEAN          2.933       STD ERR        .202       MEDIAN        2.
MODE          3.000       STD DEV       1.355       VARIANCE      1.
KURTOSIS      -.850       SKEWNESS       .177       RANGE         4.
MINIMUM       1.000       MAXIMUM       5.000       SUM         112.
C.V. PCT     46.197       .95 C.I.      2.526            TO       3.

VALID CASES       42      MISSING CASES    70
```

```
16 AUG 76        FILE = SUPER  (CREATED 16 AUG 76)        PAGE 111

VAR051    CONFLICT SITUATION
     CODE
          I
     2.00 *******  (     6)
          I  B
          I
     3.00 ************************  (    21)
          I  C
          I
     5.00 ****  (     3)
          I  E
          I
        0 ****************************************  (    41)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0         10        20        30        40        50
          FREQUENCY

MEAN          3.000       STD ERR        .144       MEDIAN        2.920
MODE          3.000       STD DEV        .788       VARIANCE      .621
KURTOSIS      2.000       SKEWNESS      1.291       RANGE         3.000
MINIMUM       2.000       MAXIMUM       5.000       SUM         90.000
C.V. PCT     26.261       .95 C.I.      2.706            TO       3.294

VALID CASES       30      MISSING CASES    41
```

```
16 AUG 76        FILE = 03151413  (CREATED 16 AUG 76)        PAGE

VAR051    CONFLICT SITUATION
     CODE
          I
     1.00 *******  (    12)
          I  A
          I
     2.00 *********  (    18)
          I  B
          I
     3.00 ********************************  (    59)
          I  C
          I
     4.00 **  (     1)
          I  D
          I
     5.00 ***************  (    27)
          I  E
          I
        0 *****  (     8)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0         20        40        60        80        100
          FREQUENCY

MEAN          3.130       STD ERR        .114       MEDIAN        3.0
MODE          3.000       STD DEV       1.225       VARIANCE      1.5
KURTOSIS      -.627       SKEWNESS       .181       RANGE         4.0
MINIMUM       1.000       MAXIMUM       5.000       SUM         [illegible]
C.V. PCT     39.129       .95 C.I.      2.906            TO       3.3

VALID CASES      115      MISSING CASES     8
```

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 121

AR052 BOARD ADVICE
CODE



EAN	3,071	STD ERR	,081	MEDIAN	3,026
ODE	3,000	STD DEV	1,147	VARIANCE	1,315
URTOSIS	-,642	SKEWNESS	,064	RANGE	4,000
INIMUM	1,000	MAXIMUM	5,000	SUM	608,000
.V. PCT	37,341	.95 C.I.	2,910 TO		3,231

ALID CASES 198 MISSING CASES 120

16 AUG 76 FILE = EXPC = CREATED 16 AUG 76 PAGE 116

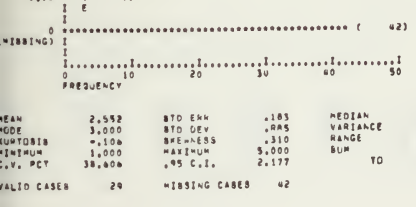
VAR052 BOARD ADVICE
CODE

EAN	3,431	STD ERR	,182	MEDIAN	3,275
ODE	3,000	STD DEV	1,153	VARIANCE	1,330
URTOSIS	-,882	SKEWNESS	-,029	RANGE	4,000
INIMUM	1,000	MAXIMUM	5,000	SUM	175,000
.V. PCT	33,612	.95 C.I.	3,187 TO		3,756

ALID CASES 51 MISSING CASES 73

16 AUG 76 FILE = BUPER = CREATED 16 AUG 76 PAGE 113

AR052 BOARD ADVICE
CODE



EAN	2,552	STD ERR	,183	MEDIAN	2,545
ODE	3,000	STD DEV	,845	VARIANCE	,970
URTOSIS	-,106	SKEWNESS	,310	RANGE	4,000
INIMUM	1,000	MAXIMUM	5,000	SUM	74,000
.V. PCT	38,806	.95 C.I.	2,177 TO		2,926

ALID CASES 29 MISSING CASES 42

16 AUG 76 FILE = GS151413 = CREATED 16 AUG 76 PAGE 11A

VAR052 BOARD ADVICE
CODE

EAN	3,042	STD ERR	,105	MEDIAN	3,033
ODE	3,000	STD DEV	1,135	VARIANCE	1,289
URTOSIS	-,600	SKEWNESS	-,015	RANGE	4,000
INIMUM	1,000	MAXIMUM	5,000	SUM	359,000
.V. PCT	37,315	.95 C.I.	2,835 TO		3,248

ALID CASES 118 MISSING CASES 5

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 123

```
VAR053   ADVISE FRIEND
  CODE
                I
  1.00 *** (      7)
                I  A
                I
  2.00 ********* (     30)
                I  B
                I
  3.00 ********************** (     85)
                I  C
                I
  4.00 ****************** (     69)
                I  D
                I
  5.00 **** (     12)
                I  E
                I
     0 ****************************** (    115)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        40        80       120       160       200
          FREQUENCY
```

MEAN	3.241	STD ERR	.063	MEDIAN	3.259
MODE	3.000	STD DEV	.899	VARIANCE	.808
KURTOSIS	-.058	SKEWNESS	-.287	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	658.000
C.V. PCT	27.728	.95 C.I.	3.117	TO	3.366

VALID CASES 203 MISSING CASES 115

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE 1

```
VAR053   ADVISE FRIEND
  CODE
                I
  2.00 *** (      4)
                I  B
                I
  3.00 ************ (     22)
                I  C
                I
  4.00 ************ (     22)
                I  D
                I
  5.00 *** (      4)
                I  E
                I
     0 ************************************ (     72)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY
```

MEAN	3.500	STD ERR	.105	MEDIAN	3.50
MODE	3.000	STD DEV	.754	VARIANCE	.56
KURTOSIS	-.326	SKEWNESS	0	RANGE	3.00
MINIMUM	2.000	MAXIMUM	5.000	SUM	182.00
C.V. PCT	21.505	.95 C.I.	3.290	TO	3.71

VALID CASES 52 MISSING CASES 72

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 115

```
VAR053   ADVISE FRIEND
  CODE
                I
  2.00 ******** (      7)
                I  B
                I
  3.00 *********** (     10)
                I  C
                I
  4.00 **************** (     14)
                I  D
                T
  5.00 ** (      1)
                I  E
                I
     0 ****************************************** (     39)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        10        20        30        40        50
          FREQUENCY
```

MEAN	3.281	STD ERR	.150	MEDIAN	3.400
MODE	4.000	STD DEV	.851	VARIANCE	.725
KURTOSIS	-1.010	SKEWNESS	-.248	RANGE	3.000
MINIMUM	2.000	MAXIMUM	5.000	SUM	105.000
C.V. PCT	25.946	.95 C.I.	2.974	TO	3.588

VALID CASES 32 MISSING CASES 39

16 AUG 76 FILE = GS151413 = CREATED 16 AUG 76 PAGE 12

```
VAR053   ADVISE FRIEND
  CODE
                I
  1.00 ***** (      7)
                T  A
                T
  2.00 *********** (     19)
                I  B
                I
  3.00 ******************************* (     53)
                T  C
                T
  4.00 ***************** (     33)
                T  D
                T
  5.00 ***** (      7)
                I  E
                T
     0 *** (      4)
(MISSING) I
          I
          I.........I.........I.........I.........I.........I
          0        20        40        60        80       100
          FREQUENCY
```

MEAN	3.118	STD ERR	.087	MEDIAN	3.132
MODE	3.000	STD DEV	.949	VARIANCE	.901
KURTOSIS	-.072	SKEWNESS	-.256	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	371.000
C.V. PCT	30.451	.95 C.I.	2.945	TO	3.290

VALID CASES 119 MISSING CASES 0

```
ROSA    NEW PRODUCT EXPANSION
  CODE
                I
  1.00 ********* (    33)
                I  A
                I
  2.00 **** (    13)
                I  B
                I
  3.00 *** (     7)
                I  C
                I
  4.00 ********************************* (   122)
                I  D
                I
  5.00 ******** (    27)
                I  E
                I
     0 ********************************* (   116)
(MISSING)       I
                I
                I.........I.........I.........I.........I.........I
                0        40        80        120       160       200
                FREQUENCY

AN          3.480      STD ERR      .090      MEDIAN      3.893
DE          4.000      STD DEV     1.278      VARIANCE    1.634
RTOSIS      -.257      SKEWNESS    -1.034      RANGE       4.000
NIMUM       1.000      MAXIMUM     5.000      SUM       703.000
V. PCT     36.729      .95 C.I.    3.303          TO      3.658

LID CASES     202      MISSING CASES   116
```



```
VAR056    NEW PRODUCT EXPANSION
  CODE
                I
  1.00 ****** (    10)
                I  A
                I
  2.00 ** (     1)
                I  B
                I
  3.00 *** (     3)
                I  C
                I
  4.00 ***************** (    32)
                I  D
                I
  5.00 *** (     4)
                I  E
                I
     0 ************************************ (   78)
(MISSING)       I
                I
                I.........I.........I.........I.........I.........I
                0        20        40        60        80        100
                FREQUENCY

MEAN        3.380      STD ERR      .183      MEDIAN      3.900
MODE        4.000      STD DEV     1.292      VARIANCE    1.668
KURTOSIS    -.332      SKEWNESS    -1.000      RANGE       4.000
MINIMUM     1.000      MAXIMUM     5.000      SUM       169.000
C.V. PCT   38.222      .95 C.I.    3.013          TO      3.747

VALID CASES     90      MISSING CASES    78
```



```
ROSA    NEW PRODUCT EXPANSION
  CODE
                I
  1.00 ********** (     9)
                I  A
                I
  2.00 ** (     1)
                I  B
                I
  3.00 ** (     1)
                I  C
                I
  4.00 ******************** (    18)
                I  D
                I
  5.00 **** (     3)
                I  E
                I
     0 ****************************************** (   30)
(MISSING)       I
                I
                I.........I.........I.........I.........I.........I
                0        10        20        30        40        50
                FREQUENCY

AN          3.156      STD ERR      .258      MEDIAN      3.778
DE          4.000      STD DEV     1.462      VARIANCE    2.136
RTOSIS     -1.248      SKEWNESS    -.853      RANGE       4.000
NIMUM       1.000      MAXIMUM     5.000      SUM       101.000
V. PCT     46.306      .95 C.I.    2.629          TO      3.683

LID CASES      32      MISSING CASES    30
```



```
VAR056    NEW PRODUCT EXPANSION
  CODE
                I
  1.00 ******** (    14)
                I  A
                I
  2.00 ******* (    11)
                I  B
                I
  3.00 *** (     3)
                I  C
                I
  4.00 ************************************ (   72)
                I  D
                I
  5.00 ********** (    20)
                I  E
                I
     0 *** (     3)
(MISSING)       I
                I
                I.........I.........I.........I.........I.........I
                0        20        40        60        80        100
                FREQUENCY

MEAN        3.688      STD ERR      .111      MEDIAN      3.900
MODE        4.000      STD DEV     1.211      VARIANCE    1.467
KURTOSIS    .188       SKEWNESS    -1.128      RANGE       4.000
MINIMUM     1.000      MAXIMUM     5.000      SUM       439.000
C.V. PCT   33.568      .95 C.I.    3.399          TO      3.827

VALID CASES    120      MISSING CASES     3
```

```
VAR055    TIGHT TIME CONSTRAINTS
     CODE
                I
     1.00 ********************** (    92)
                I  A
                I
     2.00 ** (     21)
                I  B
                I
     3.00 ** (     21)
                I  C
                I
     4.00 ************************ (    95)
                I  D
                I
     5.00 ****** (    19)
                I  E
                I
        0 ***************************** (   108)
(MISSING)       I
                I
                I.........I.........I.........I.........I.........I
                0        40        80       120       160       200
                FREQUENCY

MEAN          2.748      STD ERR       .110      MEDIAN       3.595
MODE          4.000      STD DEV      1.589      VARIANCE     2.525
KURTOSIS     -1.807      SKEWNESS     -.105      RANGE        4.000
MINIMUM       1.000      MAXIMUM      5.000      SUM        577.000
C.V. PCT     57.827      .95 C.I.     2.531           TO     2.964

VALID CASES     210      MISSING CASES   105
```



```
VAR055    TIGHT TIME CONSTRAINTS
     CODE
                I
     1.00 ********** (    20)
                I  A
                I
     2.00 ** (     21)
                I  B
                I
     3.00 ** (     21)
                I  C
                I
     4.00 ************ (    24)
                I  D
                I
     5.00 ***** (     7)
                I  E
                I
        0 ********************************** (    69)
(MISSING)       I
                I
                I.........I.........I.........I.........I.........I
                0        20        40        60        80       100
                FREQUENCY

MEAN          2.927      STD ERR       .212      MEDIAN       3.444
MODE          4.000      STD DEV      1.574      VARIANCE     2.476
KURTOSIS     -1.451      SKEWNESS     -.253      RANGE        4.000
MINIMUM       1.000      MAXIMUM      5.000      SUM        161.000
C.V. PCT     53.755      .95 C.I.     2.502           TO     3.351

VALID CASES      55      MISSING CASES    69
```



```
VAR055    TIGHT TIME CONSTRAINTS
     CODE
                I
     1.00 ********************** (    20)
                I  A
                I
     4.00 ************ (    11)
                I  D
                I
     5.00 ** (     1)
                I  E
                I
        0 ********************************************** (   391
(MISSING)       I
                I
                I.........I.........I.........I.........I.........I
                0        10        20        30        40        50
                FREQUENCY

MEAN          2.156      STD ERR       .276      MEDIAN       1.300
MODE          1.000      STD DEV      1.526      VARIANCE     2.330
KURTOSIS     -1.600      SKEWNESS      .562      RANGE        4.000
MINIMUM       1.000      MAXIMUM      5.000      SUM         69.000
C.V. PCT     70.786      .95 C.I.     1.606           TO     2.707

VALID CASES      32      MISSING CASES    39
```



```
VAR055    TIGHT TIME CONSTRAINTS
     CODE
                I
     1.00 ************************ (    92)
                I  A
                I
     4.00 ********************************* (    60)
                I  D
                I
     5.00 ******* (    11)
                I  E
                I
                I.........I.........I.........I.........I.........I
                0        20        40        60        80       100
                FREQUENCY

MEAN          2.421      STD ERR       .143      MEDIAN       3.498
MODE          4.000      STD DEV      1.596      VARIANCE     2.525
KURTOSIS     -1.787      SKEWNESS     -.209      RANGE        4.000
MINIMUM       1.000      MAXIMUM      5.000      SUM        347.000
C.V. PCT     56.327      .95 C.I.     2.537           TO     3.105

VALID CASES     123      MISSING CASES    0
```

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 120

VAR056 DECISIONS WITHOUT FACTS

CODE

1.00 *** (9)

2.00 ****** (21)

3.00 ********** (53)

4.00 ********** (77)

5.00 ********** (40)

0 ********** (109)

(MISSING)

0 40 80 120 160 200

FREQUENCY

MEAN	3.691	STD ERR	.075	MEDIAN	3.779
MODE	4.000	STD DEV	1.078	VARIANCE	1.161
KURTOSIS	-.229	SKEWNESS	-.590	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	763.000
C.V. PCT	29.218	.95 C.I.	3.544 TO		3.798

VALID CASES 209 MISSING CASES 109

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE 124

VAR056 DECISIONS WITHOUT FACTS

CODE

1.00 *** (4)

2.00 **** (5)

3.00 ********* (16)

4.00 ********** (22)

5.00 ***** (8)

0 ********** (69)

(MISSING)

0 20 40 60 80 100

FREQUENCY

MEAN	3.455	STD ERR	.146	MEDIAN	3.611
MODE	4.000	STD DEV	1.088	VARIANCE	1.178
KURTOSIS	-.069	SKEWNESS	-.427	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	190.000
C.V. PCT	31.494	.95 C.I.	3.161 TO		3.748

VALID CASES 55 MISSING CASES 69

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 121

VAR056 DECISIONS WITHOUT FACTS

CODE

3.00 ******** (7)

4.00 ********** (15)

5.00 ********** (10)

0 ********** (30)

(MISSING)

0 10 20 30 40 50

FREQUENCY

MEAN	4.094	STD ERR	.130	MEDIAN	4.100
MODE	4.000	STD DEV	.734	VARIANCE	.539
KURTOSIS	-1.081	SKEWNESS	-.143	RANGE	2.000
MINIMUM	3.000	MAXIMUM	5.000	SUM	131.000
C.V. PCT	17.930	.95 C.I.	3.829 TO		4.359

VALID CASES 32 MISSING CASES 39

16 AUG 76 FILE = GS151413 = CREATED 16 AUG 76 PAGE 126

VAR056 DECISIONS WITHOUT FACTS

CODE

1.00 ****** (5)

2.00 ********** (16)

3.00 ********** (30)

4.00 ********** (40)

5.00 ********** (31)

0 ** (1)

(MISSING)

0 10 20 30 40 50

FREQUENCY

MEAN	3.623	STD ERR	.102	MEDIAN	3.750
MODE	4.000	STD DEV	1.123	VARIANCE	1.262
KURTOSIS	-.968	SKEWNESS	-.485	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	442.000
C.V. PCT	31.003	.95 C.I.	3.422 TO		3.824

VALID CASES 122 MISSING CASES 1

```
16 AUG 76        FILE = COMBINED = CREATED 16 AUG 76          PAGE 131

VAR057    NEW BLDG MATERIAL
     CODE
                I
     1.00 ************* (    49)
                I  A
                I
     2.00 ************************************ (   144)
                I  B
                I
     3.00 **** (    10)
                I  C
                I
     4.00 ** (     5)
                I  D
                I
     5.00 * (     1)
                I  E
                I
        0 ***************************** (   111)
(MISSING)       I
                I
                I.........I.........I.........I.........I.........I
                0        40        80       120       160       200
                FREQUENCY

MEAN          1.855      STD ERR       .042      MEDIAN        1.878
MODE          2.000      STD DEV       .604      VARIANCE       .367
KURTOSIS      4.408      SKEWNESS      .995      RANGE         4.000
MINIMUM       1.000      MAXIMUM      5.000      SUM         384.000
C.V. PCT     32.568      .95 C.I.      1.772          TO       1.938

VALID CASES     207      MISSING CASES   111
```

```
16 AUG 76        FILE = EXEC     = CREATED 16 AUG 76          PAGE 12

VAR057    NEW BLDG MATERIAL
     CODE
                I
     1.00 ****** (     9)
                I  A
                I
     2.00 ********************* (    40)
                I  B
                I
     3.00 *** (     3)
                I  C
                I
     4.00 ** (     1)
                I  D
                I
     5.00 ** (     1)
                I  F
                I
        0 ********************************** (    70)
(MISSING)       I
                I
                I.........I.........I.........I.........I.........I
                0        20        40        60        80       100
                FREQUENCY

MEAN          1.981      STD ERR       .093      MEDIAN        1.950
MODE          2.000      STD DEV       .447      VARIANCE       .471
KURTOSIS      6.422      SKEWNESS      1.748      RANGE         4.000
MINIMUM       1.000      MAXIMUM      5.000      SUM         107.000
C.V. PCT     34.408      .95 C.I.      1.784          TO       2.169

VALID CASES      54      MISSING CASES    70
```

```
16 AUG 76        FILE = SUPER    = CREATED 16 AUG 76          PAGE 123

VAR057    NEW BLDG MATERIAL
     CODE
                I
     1.00 ******** (     8)
                I  A
                I
     2.00 ********************* (    20)
                I  B
                I
     3.00 **** (     3)
                I  C
                I
        0 ****************************************** (    40)
(MISSING)       I
                I
                I.........I.........I.........I.........I.........I
                0        10        20        30        40        50
                FREQUENCY

MEAN          1.839      STD ERR       .105      MEDIAN        1.875
MODE          2.000      STD DEV       .585      VARIANCE       .340
KURTOSIS      -.147      SKEWNESS      .011      RANGE         2.000
MINIMUM       1.000      MAXIMUM      3.000      SUM          57.000
C.V. PCT     31.802      .95 C.I.      1.625          TO       2.053

VALID CASES      31      MISSING CASES    40
```

```
16 AUG 76        FILE = GS151413 = CREATED 16 AUG 76          PAGE 128

VAR057    NEW BLDG MATERIAL
     CODE
                I
     1.00 ***************** (    32)
                I  A
                I
     2.00 ********************************************** (    84)
                I  B
                I
     3.00 *** (     4)
                I  C
                I
     4.00 ** (     2)
                I  D
                I
        0 ** (     1)
(MISSING)       I
                I
                I.........I.........I.........I.........I.........I
                0        20        40        60        80       100
                FREQUENCY

MEAN          1.833      STD ERR       .052      MEDIAN        1.845
MODE          2.000      STD DEV       .570      VARIANCE       .325
KURTOSIS      2.398      SKEWNESS      .563      RANGE         3.000
MINIMUM       1.000      MAXIMUM      4.000      SUM         220.000
C.V. PCT     31.095      .95 C.I.      1.701          TO       1.909

VALID CASES     122      MISSING CASES     1
```

16 AUG 76 FILE = CUMBINED = CREATED 16 AUG 76 PAGE 133

VAR058 KEY PEOPLE CONFLICT
CODE

1,00 ********** (37)
A
2,00 ** (3)
B
3,00 ************************ (881
C
4,00 ** (2)
D
5,00 ********************** (791
E
0 ************************** (100)
(MISSING)

FREQUENCY

EAN 3,397 STD ERR ,100 MEDIAN 3,233
ODE 3,000 STD DEV 1,008 VARIANCE 2,096
URTOSIS -1,084 SKEWNESS -,314 RANGE 4,000
INIMUM 1,000 MAXIMUM 5,000 SUM 710,000
.V. PCT 42,621 ,95 C.I. 3,200 TO 3,595

ALID CASES 209 MISSING CASES 109

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE 128

VAR058 KEY PEOPLE CONFLICT
CODE

1,00 ******** (13)
A
2,00 ** (1)
B
3,00 ********** (17)
C
5,00 ************** (23)
E
0 ********************************** (68)
(MISSING)

FREQUENCY

MEAN 3,411 STD ERR ,216 MEDIAN 3,324
MODE 5,000 STD DEV 1,416 VARIANCE 2,611
KURTOSIS -1,341 SKEWNESS -,373 RANGE 4,000
MINIMUM 1,000 MAXIMUM 5,000 SUM 181,000
C.V. PCT 47,347 ,95 C.I. 2,978 TO 3,843

VALID CASES 56 MISSING CASES 68

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 125

VAR058 KEY PEOPLE CONFLICT
CODE

1,00 ******* (81
A
3,00 ************* (12)
C
5,00 **************** (101
E
0 ** (391
(MISSING)

FREQUENCY

EAN 3,500 STD ERR ,269 MEDIAN 3,667
ODE 5,000 STD DEV 1,524 VARIANCE 2,323
URTOSIS -1,111 SKEWNESS -,844 RANGE 4,000
INIMUM 1,000 MAXIMUM 5,000 SUM 112,000
.V. PCT 43,543 ,95 C.I. 2,951 TO 4,049

ALID CASES 32 MISSING CASES 39

16 AUG 76 FILE = GS191813 = CREATED 16 AUG 76 PAGE 130

VAR058 KEY PEOPLE CONFLICT
CODE

1,00 ********** (18)
A
2,00 ** (2)
B
3,00 ********************************** (59)
C
4,00 ** (2)
D
5,00 ********************** (401
E
0 ** (2)
(MISSING)

FREQUENCY

MEAN 3,368 STD ERR ,123 MEDIAN 3,186
MODE 3,000 STD DEV 1,354 VARIANCE 1,833
KURTOSIS -,958 SKEWNESS -,235 RANGE 4,000
MINIMUM 1,000 MAXIMUM 5,000 SUM 607,000
C.V. PCT 40,256 ,95 C.I. 3,120 TO 3,607

VALID CASES 121 MISSING CASES 2

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 135

VAR059 CEO POSITION
CODE

```
      I
1.00 ** (      4)
      I  A
      I
2.00 ** (      5)
      I  B
      I
3.00 ********************** I     89)
      I  C
      I
4.00 * (      1)
      I  D
      I
5.00 ************************* (    104)
      I  E
      I
   0 ****************************** I    115)
(MISSING) I
      I
      I.........I.........I.........I.........I.........I
      0        40        80       120       160       200
      FREQUENCY
```

MEAN	3.966	STD ERR	.078	MEDIAN	4.524
MODE	5.000	STD DEV	1.110	VARIANCE	1.231
KURTOSIS	-1.096	SKEWNESS	-.390	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	805.000
C.V. PCT	27.984	.95 C.I.	3.812 TO		4.119

VALID CASES 203 MISSING CASES 115

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE 13

VAR059 CEO POSITION
CODE

```
      I
1.00 *** (      3)
      I  A
      I
2.00 ** I      1)
      I  B
      I
3.00 ************* I     23)
      I  C
      I
5.00 ************* I     23)
      I  E
      I
   0 ************************************ (    74)
(MISSING) I
      I
      I.........I.........I.........I.........I.........I
      0        20        40        60        80       100
      FREQUENCY
```

MEAN	3.740	STD ERR	.174	MEDIAN	3.913
MODE	3.000	STD DEV	1.234	VARIANCE	1.522
KURTOSIS	-.740	SKEWNESS	-.431	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	189.000
C.V. PCT	32.998	.95 C.I.	3.429 TO		4.131

VALID CASES 50 MISSING CASES 74

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 127

VAR059 CEO POSITION
CODE

```
      I
2.00 ** I      1)
      I  B
      I
3.00 ************ (     10)
      I  C
      I
5.00 ********************** (     21)
      I  E
      I
   0 ****************************************** I     39)
(MISSING) I
      I
      I.........I.........I.........I.........I.........I
      0        10        20        30        40        50
      FREQUENCY
```

MEAN	4.281	STD ERR	.181	MEDIAN	4.738
MODE	5.000	STD DEV	1.023	VARIANCE	1.047
KURTOSIS	-1.190	SKEWNESS	-.768	RANGE	3.000
MINIMUM	2.000	MAXIMUM	5.000	SUM	137.000
C.V. PCT	23.905	.95 C.I.	3.912 TO		4.650

VALID CASES 32 MISSING CASES 30

16 AUG 76 FILE = 05151413 = CREATED 16 AUG 76 PAGE 13

VAR059 CEO POSITION
CODE

```
      I
1.00 ** (      1)
      I  A
      I
2.00 *** I      3)
      I  A
      I
3.00 ****************************** (     54)
      I  C
      I
4.00 ** (      1)
      I  D
      I
5.00 ********************************** (     60)
      I  E
      I
   0 ** I      2)
(MISSING) I
      I
      I.........I.........I.........I.........I.........I
      0        20        40        60        80       100
      FREQUENCY
```

MEAN	3.959	STD ERR	.097	MEDIAN	4.000
MODE	5.000	STD DEV	1.068	VARIANCE	1.140
KURTOSIS	-1.457	SKEWNESS	-.206	RANGE	4.000
MINIMUM	1.000	MAXIMUM	5.000	SUM	479.000
C.V. PCT	26.971	.95 C.I.	3.767 TO		4.151

VALID CASES 121 MISSING CASES 2

16 AUG 76 FILE = CUMBINED = CREATED 16 AUG 76 PAGE 137

VAR060 POWER1

CODE		
1,00	**********	(155)
2,00	**********	(54)
0	**********	(109)
(MISSING)		

FREQUENCY

MEAN	1,258	STD ERR	,030	MEDIAN	1,174
MODE	1,000	STD DEV	,430	VARIANCE	,193
KURTOSIS	-,781	SKEWNESS	1,104	RANGE	1,000
MINIMUM	1,000	MAXIMUM	2,000	SUM	263,000
C.V. PCT	34,170	,95 C.I.	1,198	TO	1,318

VALID CASES 209 MISSING CASES 109

16 AUG 76 FILE = EXPC = CREATED 16 AUG 76 PAGE 132

VAR060 POWER1

CODE		
1,00	**********	(39)
2,00	**********	(17)
0	**********	(68)
(MISSING)		

FREQUENCY

MEAN	1,304	STD ERR	,062	MEDIAN	1,219
MODE	1,000	STD DEV	,446	VARIANCE	,215
KURTOSIS	-1,270	SKEWNESS	,894	RANGE	1,000
MINIMUM	1,000	MAXIMUM	2,000	SUM	73,000
C.V. PCT	34,202	,95 C.I.	1,179	TO	1,429

VALID CASES 56 MISSING CASES 66

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 129

VAR060 POWER1

CODE		
1,00	**********	(28)
2,00	*****	(4)
0	**********	(30)
(MISSING)		

FREQUENCY

MEAN	1,125	STD ERR	,059	MEDIAN	1,071
MODE	1,000	STD DEV	,334	VARIANCE	,111
KURTOSIS	3,193	SKEWNESS	2,269	RANGE	1,000
MINIMUM	1,000	MAXIMUM	2,000	SUM	36,000
C.V. PCT	29,684	,95 C.I.	1,004	TO	1,246

VALID CASES 32 MISSING CASES 39

16 AUG 76 FILE = 03151413 = CREATED 16 AUG 76 PAGE 134

VAR060 POWER1

CODE		
1,00	**********	(88)
2,00	**********	(33)
0	**	(2)
(MISSING)		

FREQUENCY

MEAN	1,273	STD ERR	,041	MEDIAN	1,188
MODE	1,000	STD DEV	,447	VARIANCE	,200
KURTOSIS	-,958	SKEWNESS	1,021	RANGE	1,000
MINIMUM	1,000	MAXIMUM	2,000	SUM	154,000
C.V. PCT	35,139	,95 C.I.	1,192	TO	1,353

VALID CASES 121 MISSING CASES 2

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 139

VAR061 POWER2
CODE

```
      I
1.00  ****************************************  (  1611
      I  A
      I
2.00  ************  (   486)
      I  B
      I
   0  ****************************  (  1111
(MISSING) I
      I
      I.........I.........I.........I.........I.........I
      0        40        80       120       160       200
      FREQUENCY
```

MEAN	1.222	STD ERR	.029	MEDIAN	1.183
MODE	1.000	STD DEV	.417	VARIANCE	.174
KURTOSIS	-.214	SKEWNESS	1.336	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000	SUM	253.000
C.V. PCT	34.098	.95 C.I.	1.165	TO	1.279

VALID CASES 207 MISSING CASES 111

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE

VAR061 POWER2
CODE

```
      I
1.00  ********************  (   361)
      I  A
      I
2.00  **********  (   180)
      I  B
      I
   0  ************************************  (   700)
(MISSING) I
      I
      I.........I.........I.........I.........I.........I
      0        20        40        60        80       100
      FREQUENCY
```

MEAN	1.333	STD ERR	.005	MEDIAN	1.2
MODE	1.000	STD DEV	.476	VARIANCE	.2
KURTOSIS	-1.900	SKEWNESS	.707	RANGE	1.0
MINIMUM	1.000	MAXIMUM	2.000	SUM	72.0
C.V. PCT	35.687	.95 C.I.	1.203	TO	1.4

VALID CASES 54 MISSING CASES 70

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 131

VAR061 POWER2
CODE

```
      I
1.00  ****************************  (    25)
      I  A
      I
2.00  ********  (     7)
      I  B
      I
   0  ****************************************  (    39)
(MISSING) I
      I
      I.........I.........I.........I.........I.........I
      0        10        20        30        40        50
      FREQUENCY
```

MEAN	1.219	STD ERR	.074	MEDIAN	1.140
MODE	1.000	STD DEV	.420	VARIANCE	.176
KURTOSIS	-.149	SKEWNESS	1.361	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000	SUM	39.000
C.V. PCT	34.463	.95 C.I.	1.067	TO	1.373

VALID CASES 32 MISSING CASES 39

16 AUG 76 FILE = GS151013 = CREATED 16 AUG 76 PAGE

VAR061 POWER2
CODE

```
      I
1.00  ****************************************  (   1
      I  A
      I
2.00  ************  (    21)
      I  B
      I
   0  **  (     2)
(MISSING) I
      I
      I.........I.........I.........I.........I.........I
      0        20        40        60        80       100
      FREQUENCY
```

MEAN	1.174	STD ERR	.035	MEDIAN	1.1
MODE	1.000	STD DEV	.390	VARIANCE	.1
KURTOSIS	.972	SKEWNESS	1.724	RANGE	1.0
MINIMUM	1.000	MAXIMUM	2.000	SUM	142.0
C.V. PCT	32.206	.95 C.I.	1.105	TO	1.2

VALID CASES 121 MISSING CASES 2

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 141

VAR062 POWER3
CODE

1,00 ********** (135)
I A
I
2,00 ********** (72)
I B
I
B ********** (111)
(MISSING) I
I
I.....I.....I.....I.....I.....I
0 40 80 120 160 200
FREQUENCY

MEAN	1,348	STD ERR	,033	MEDIAN	1,267
MODE	1,000	STD DEV	,477	VARIANCE	,228
KURTOSIS	-1,592	SKEWNESS	,639	RANGE	1,000
MINIMUM	1,000	MAXIMUM	2,000	SUM	279,000
C.V. PCT	35,423	,95 C.I.	1,282 TO		1,413

VALID CASES 207 MISSING CASES 111

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE 13A

VAR062 POWER3
CODE

1,00 ********** (381
I A
I
2,00 ********** (16)
I B
I
0 ********** (70)
(MISSING) I
I
I.....I.....I.....I.....I.....I
0 20 40 60 80 100
FREQUENCY

MEAN	1,296	STD ERR	,063	MEDIAN	1,211
MODE	1,000	STD DEV	,461	VARIANCE	,212
KURTOSIS	-1,208	SKEWNESS	,892	RANGE	1,000
MINIMUM	1,000	MAXIMUM	2,000	SUM	70,000
C.V. PCT	35,556	,95 C.I.	1,170 TO		1,422

VALID CASES 54 MISSING CASES 70

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 133

AR062 POWER3
CODE

1,00 ********** (18)
I A
I
2,00 ********** (14)
I B
I
B ********** (30)
MISSING) I
I
I.....I.....I.....I.....I.....I
0 10 20 30 40 50
FREQUENCY

EAN	1,438	STD ERR	,089	MEDIAN	1,389
ODE	1,000	STD DEV	,504	VARIANCE	,254
URTOSIS	-1,937	SKEWNESS	,252	RANGE	1,000
INIMUM	1,000	MAXIMUM	2,000	SUM	46,000
.V. PCT	35,062	,95 C.I.	1,256 TO		1,619

ALID CASES 32 MISSING CASES 30

16 AUG 76 FILE = GB151013 = CREATED 16 AUG 76 PAGE 13A

VAR062 POWER3
CODE

1,00 ********** (701
I A
I
2,00 ********** (42)
I B
I
0 ** (21
(MISSING) I
I
I.....I.....I.....I.....I.....I
0 20 40 60 80 100
FREQUENCY

MEAN	1,347	STD ERR	,043	MEDIAN	1,246
MODE	1,000	STD DEV	,478	VARIANCE	,229
KURTOSIS	-1,847	SKEWNESS	,402	RANGE	1,000
MINIMUM	1,000	MAXIMUM	2,000	SUM	163,000
C.V. PCT	35,486	,95 C.I.	1,261 TO		1,433

VALID CASES 121 MISSING CASES 2

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 141

VAR063 POWER4
CODE

1,00 ********** (156)
A
2,00 ********** (54)
B
0 ********** (108)
(MISSING)

0 40 80 120 160 200
FREQUENCY

MEAN	1,257	STD ERR	,030	MEDIAN	1,173
MODE	1,000	STD DEV	,438	VARIANCE	,192
KURTOSIS	-,765	SKEWNESS	1,111	RANGE	1,000
MINIMUM	1,000	MAXIMUM	2,000	SUM	264,000
C.V. PCT	34,849	,95 C.I.	1,198 TO		1,317

VALID CASES 210 MISSING CASES 108

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE

VAR063 POWER4
CODE

1,00 ********** (33)
A
2,00 ********** (23)
B
0 ********** (68)
(MISSING)

0 20 40 60 80 100
FREQUENCY

MEAN	1,411	STD ERR	,066	MEDIAN	1,
MODE	1,000	STD DEV	,496	VARIANCE	,2
KURTOSIS	-1,848	SKEWNESS	,383	RANGE	1,
MINIMUM	1,000	MAXIMUM	2,000	SUM	79,
C.V. PCT	35,139	,95 C.I.	1,278 TO		1,

VALID CASES 56 MISSING CASES 68

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 135

VAR063 POWER4
CODE

1,00 ********** (28)
A
2,00 ***** (4)
B
0 ********** (39)
(MISSING)

0 10 20 30 40 50
FREQUENCY

MEAN	1,125	STD ERR	,059	MEDIAN	1,071
MODE	1,000	STD DEV	,336	VARIANCE	,113
KURTOSIS	3,143	SKEWNESS	2,268	RANGE	1,000
MINIMUM	1,000	MAXIMUM	2,000	SUM	36,000
C.V. PCT	29,868	,95 C.I.	1,004 TO		1,246

VALID CASES 32 MISSING CASES 39

16 AUG 76 FILE = GS151413 = CREATED 16 AUG 76 PAGE

VAR063 POWER4
CODE

1,00 ********** (9
A
2,00 ********** (27)
B
0 ** (1)
(MISSING)

0 20 40 60 80 100
FREQUENCY

MEAN	1,221	STD ERR	,038	MEDIAN	1,1
MODE	1,000	STD DEV	,417	VARIANCE	,1
KURTOSIS	-,197	SKEWNESS	1,303	RANGE	1,0
MINIMUM	1,000	MAXIMUM	2,000	SUM	149,0
C.V. PCT	34,131	,95 C.I.	1,147 TO		1,2

VALID CASES 122 MISSING CASES 1

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 145

VAR064 POWERS
CODE

1.00 ********** (78)
I A
I
2.00 ********** (131)
I B
I
0 ********** (109)
(MISSING) I
I
I.....I.....I.....I.....I.....I
0 40 80 120 160 200
FREQUENCY

MEAN	1.627	STD ERR	.034	MEDIAN	1.702
MODE	2.000	STD DEV	.485	VARIANCE	.235
KURTOSIS	-1.725	SKEWNESS	-.524	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000	SUM	340.000
C.V. PCT	29.802	.95 C.I.	1.561	TO	1.693

VALID CASES 209 MISSING CASES 109

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE 140

VAR064 POWERS
CODE

1.00 ********** (19)
I A
I
2.00 ********** (37)
I B
I
0 ********** (68)
(MISSING) I
I
I.....I.....I.....I.....I.....I
0 20 40 60 80 100
FREQUENCY

MEAN	1.661	STD ERR	.064	MEDIAN	1.743
MODE	2.000	STD DEV	.478	VARIANCE	.228
KURTOSIS	-1.939	SKEWNESS	-.679	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000	SUM	93.000
C.V. PCT	28.768	.95 C.I.	1.533	TO	1.789

VALID CASES 56 MISSING CASES 68

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 137

VAR064 POWERS
CODE

1.00 ********** (10)
I A
I
2.00 ********** (21)
I B
I
0 ********** (401
(MISSING) I
I
I.....I.....I.....I.....I.....I
0 10 20 30 40 50
FREQUENCY

MEAN	1.677	STD ERR	.085	MEDIAN	1.782
MODE	2.000	STD DEV	.475	VARIANCE	.226
KURTOSIS	-1.924	SKEWNESS	-.759	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000	SUM	52.000
C.V. PCT	28.329	.95 C.I.	1.503	TO	1.852

VALID CASES 31 MISSING CASES 40

16 AUG 76 FILE = GS151413 = CREATED 16 AUG 76 PAGE 142

VAR064 POWERS
CODE

1.00 ********** (49)
I A
I
2.00 ********** (73)
I B
I
0 ** (1)
(MISSING) I
I
I.....I.....I.....I.....I.....I
0 20 40 60 80 100
FREQUENCY

MEAN	1.598	STD ERR	.045	MEDIAN	1.660
MODE	2.000	STD DEV	.492	VARIANCE	.242
KURTOSIS	-1.839	SKEWNESS	-.401	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000	SUM	195.000
C.V. PCT	30.797	.95 C.I.	1.510	TO	1.687

VALID CASES 122 MISSING CASES 1

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 147

VAR065 POWER6
CODE

```
      I
1.00  ********************************  (   126)
      I  A
      I
2.00  **********************  (    82)
      I  B
      I
   0  ****************************  (   110)
(MISSING) I
      I
      I.........I.........I.........I.........I.........I
      0        40        80       120       160       200
      FREQUENCY
```

MEAN	1.394	STD ERR	.034	MEDIAN	1.325
MODE	1.000	STD DEV	.490	VARIANCE	.240
KURTOSIS	-1.213	SKEWNESS	.433	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000	SUM	290.000
C.V. PCT	35.135	.95 C.I.	1.327	TO	1.461

VALID CASES 208 MISSING CASES 110

16 AUG 76 FILE = EXPC = CREATED 16 AUG 76 PAGE 14

VAR065 POWER6
CODE

```
      I
1.00  **********************  (    39)
      I  A
      I
2.00  **********  (    17)
      I  B
      I
   0  ************************************  (    68)
(MISSING) I
      I
      I.........I.........I.........I.........I.........I
      0        20        40        60        80       100
      FREQUENCY
```

MEAN	1.304	STD ERR	.062	MEDIAN	1.214
MODE	1.000	STD DEV	.464	VARIANCE	.215
KURTOSIS	-1.270	SKEWNESS	.454	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000	SUM	73.000
C.V. PCT	35.582	.95 C.I.	1.179	TO	1.428

VALID CASES 56 MISSING CASES 68

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 139

VAR065 POWER6
CODE

```
      I
1.00  ********************  (    17)
      I  A
      I
2.00  ******************  (    15)
      I  B
      I
   0  ****************************************  (    30)
(MISSING) I
      I
      I.........I.........I.........I.........I.........I
      0        10        20        30        40        50
      FREQUENCY
```

MEAN	1.469	STD ERR	.090	MEDIAN	1.441
MODE	1.000	STD DEV	.507	VARIANCE	.257
KURTOSIS	-1.494	SKEWNESS	.125	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000	SUM	47.000
C.V. PCT	34.520	.95 C.I.	1.286	TO	1.652

VALID CASES 32 MISSING CASES 38

16 AUG 76 FILE = 05191413 = CREATED 16 AUG 76 PAGE 140

VAR065 POWER6
CODE

```
      I
1.00  ************************************  (    70)
      I  A
      I
2.00  ****************************  (    50)
      I  A
      I
   0  ***  (     3)
(MISSING) I
      I
      I.........I.........I.........I.........I.........I
      0        20        40        60        80       100
      FREQUENCY
```

MEAN	1.417	STD ERR	.045	MEDIAN	1.397
MODE	1.000	STD DEV	.495	VARIANCE	.245
KURTOSIS	-1.884	SKEWNESS	.338	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000	SUM	170.000
C.V. PCT	34.934	.95 C.I.	1.327	TO	1.506

VALID CASES 120 MISSING CASES 1

```
ARO66    POWER7
    CODE
         I
1.00 ************************************ (   152)
         I  A
         I
2.00 ***************** (    58)
         I  B
         I
   0 ************************** (   108)
MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        40        80       120       160       200
         FREQUENCY
```

EAN	1.276	STD ERR	.031	MEDIAN	1.191
ODE	1.000	STD DEV	.448	VARIANCE	.201
URTOSIS	-.998	SKEWNESS	1.001	RANGE	1.000
INIMUM	1.000	MAXIMUM	2.000	SUM	268.000
.V. PCT	35.119	.95 C.I.	1.215	TO	1.337

ALID CASES 210 MISSING CASES 108


```
VAR066   POWER7
    CODE
         I
1.00 ********************** (    46)
         I  A
         I
2.00 ****** (    10)
         I  B
         I
   0 ********************************** (    68)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        20        40        60        80       100
         FREQUENCY
```

MEAN	1.179	STD ERR	.052	MEDIAN	1.109
MODE	1.000	STD DEV	.386	VARIANCE	.149
KURTOSIS	.417	SKEWNESS	1.479	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000	SUM	58.000
C.V. PCT	32.740	.95 C.I.	1.075	TO	1.283

VALID CASES 56 MISSING CASES 88


```
RO66     POWER7
    CODE
         I
1.00 ************************** (    24)
         I  A
         I
2.00 ********* (     8)
         I  B
         I
   0 ************************************** (    39)
ISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        10        20        30        40        50
         FREQUENCY
```

EAN	1.250	STD ERR	.078	MEDIAN	1.167
ODE	1.000	STD DEV	.440	VARIANCE	.194
URTOSIS	-.667	SKEWNESS	1.155	RANGE	1.000
INIMUM	1.000	MAXIMUM	2.000	SUM	40.000
.V. PCT	35.195	.95 C.I.	1.401	TO	1.409

ALID CASES 32 MISSING CASES 39

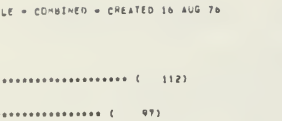

```
VAR066   POWER7
    CODE
         I
1.00 ************************************** (    82)
         I  A
         I
2.00 ********************* (    40)
         I  B
         I
   0 ** (     1)
(MISSING) I
         I
         I.........I.........I.........I.........I.........I
         0        20        40        60        80       100
         FREQUENCY
```

MEAN	1.328	STD ERR	.043	MEDIAN	1.268
MODE	1.000	STD DEV	.471	VARIANCE	.222
KURTOSIS	-1.062	SKEWNESS	.793	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000	SUM	162.000
C.V. PCT	35.498	.95 C.I.	1.243	TO	1.412

VALID CASES 122 MISSING CASES 1

16 AUG 76 FILE = COMBINED = CREATED 16 AUG 76 PAGE 151

VAR067 POWERB
CODE

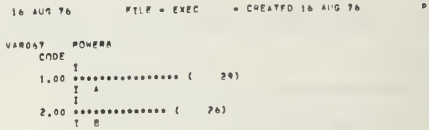


MEAN	1.464	STD ERR	.035	MEDIAN	1.433
MODE	1.000	STD DEV	.500	VARIANCE	.250
KURTOSIS	-1.979	SKEWNESS	.144	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000	SUM	306.000
C.V. PCT	34.144	.95 C.I.	1.396	TO	1.532

VALID CASES 209 MISSING CASES 109

16 AUG 76 FILE = EXEC = CREATED 16 AUG 76 PAGE 144

VAR067 POWERB
CODE

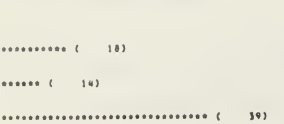


MEAN	1.473	STD ERR	.068	MEDIAN	1.448
MODE	1.000	STD DEV	.504	VARIANCE	.254
KURTOSIS	-1.988	SKEWNESS	.109	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000	SUM	81.000
C.V. PCT	34.213	.95 C.I.	1.337	TO	1.609

VALID CASES 55 MISSING CASES 63

16 AUG 76 FILE = SUPER = CREATED 16 AUG 76 PAGE 103

VAR067 POWERB
CODE



MEAN	1.438	STD ERR	.089	MEDIAN	1.388
MODE	1.000	STD DEV	.504	VARIANCE	.254
KURTOSIS	-1.937	SKEWNESS	.252	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000	SUM	46.000
C.V. PCT	35.062	.95 C.I.	1.256	TO	1.619

VALID CASES 32 MISSING CASES 39

16 AUG 76 FILE = 0915141? = CREATED 16 AUG 76 PAGE 148

VAR067 POWERB
CODE

MEAN	1.467	STD ERR	.045	MEDIAN	1.434
MODE	1.000	STD DEV	.501	VARIANCE	.251
KURTOSIS	-1.983	SKEWNESS	.131	RANGE	1.000
MINIMUM	1.000	MAXIMUM	2.000	SUM	179.000
C.V. PCT	34.149	.95 C.I.	1.377	TO	1.557

VALID CASES 122 MISSING CASES 1

APPENDIX F

This appendix depicts the results of analysis on each question. The analysis utilized either the χ^2 non-parametric test of significant difference in responses or the parametric "t" test for situations requiring its use. Section one displays the results of comparisons of the responses of one sub-population against another to determine whether the responses, in fact, were statistically different (at the 95% level of confidence). Section two displays the results of the comparison of the individual questions to what was expected based upon the authors interpretation of the management literature. Section three describes in one table how the questions were grouped with respect to each capacity indicator.

SECTION IA

This section describes the results of the analysis of questions 60-68 (61 is a null question). A "t" test was performed for comparison since only two responses were possible: Either a power oriented response or non-power oriented response. The results of this comparison are shown in Table F-1 with the following definitions applicable:

VARIABLE = Question number from test instrument

DF = Degrees of Freedom computed

DIFF = Indicates whether responses are statistically different

"t" = t value computed for comparison of two populations indicated

For the purposes of summarizing the power responses to achieve a cumulative measure for the power indicator the following was performed:

A. The responses to the questions were summed with respect to the total number of power-oriented responses per instrument.

B. This total per instrument was then displayed in the following Table (Table F-2).

C. The data was summarized into groups of 0-2 power responses, 3-4 power responses, and 5-7 power responses.

D. Chi-Square analysis was then performed with the results shown in Table 3 of the report.

TABLE F-1

COMPARISON OF INDIVIDUAL QUESTIONS

60 THROUGH 67 BY POPULATION

	VARIABLE	EXEC/SUPER "t"	EXEC/SUPER DF	EXEC/SUPER DIFF	EXEC/GS 15/14/13 "t"	EXEC/GS 15/14/13 DF	EXEC/GS 15/14/13 DIFF	SUPER/GS 15/14/13 "t"	SUPER/GS 15/14/13 DF	SUPER/GS 15/14/13 DIFF
060	Power 1	1.865	86	No	.424	175	No	-1.745	151	No
062	Power 3	-1.335	84	No	-.659	173	No	.946	151	No
063	Power 4	2.900	86	Yes	2.655	176	Yes	1.203	152	No
064	Power 5	-.015	84	No	.801	176	No	.804	151	No
065	Power 6	-1.542	86	No	-1.439	174	No	.524	150	No
066	Power 7	-.702	86	No	2.068	176	Yes	-.844	152	No
067	Power 8	.313	86	No	.074	176	No	-.291	152	No

TABLE F-2

CUMULATIVE POWER RESPONSES BY POPULATION

POWER RESPONSES	EXEC	SUPER	GS 15/14/13	ALL
0	1	0	5	6
1	1	8	9	18
2	7	3	21	31
3	12	8	30	50
4	14	4	25	43
5	15	7	20	42
6	5	1	12	18
7	2	1	0	3
TOTAL	57	32	122	211

SECTION IB

This section describes the results of the Chi-Square analysis of questions 3 through 59 to determine how the responses of one population compare with another. The results are displayed in Table F-3 with the following definitions applying:

VARIABLE = Question number from test instrument

χ^2 = Chi-Square value computed for two populations indicated

DF = Degrees of Freedom computed

SIG = Level of significance of the test; .05 corresponds to a 95% confidence in the responses being different

DIFF = Indicates whether responses are statistically different

TABLE F-3
COMPARISON OF INDIVIDUAL QUESTIONS
3 THROUGH 59 BY POPULATION

	VARIABLE	EXEC/SUPER χ^2	DF	SIG	EXEC/GS 15,14,13 χ^2	DF	SIG	SUPER/GS 15,14,13 χ^2	DF	SIG
003	Location	41.71	11	.0000	46.82	11	.0000	9.12	8	.3322
004	Age	51.28	35	.0375	94.07	39	.0000	42.40	34	.1528
005	Sex	.05	1	.8284	0.00	1	1.0000	.00	1	.9954
006	Height	13.87	18	.7376	23.01	22	.4011	22.20	20	.3299
007	Weight	43.42	45	.5390	54.25	56	.5414	65.89	51	.0784
008	Race	5.87	4	.2094	4.15	3	.2461	3.64	4	.4577
009	Time With Present Organization	61.46	44	.0419	69.87	46	.0131	63.37	38	.0060
010	Last Level Education	30.01	7	.0001	32.65	7	.0000	25.48	7	.0006
011	Major	15.12	6	.0193	43.76	6	.0000	17.61	4	.0015
012	Marital Status	8.31	3	.0400	7.63	3	.0543	10.53	4	.0323
013	Times Married	5.32	2	.0699	6.29	2	.0431	0.61	2	.7374
141	Son	3.76	5	.5849	1.77	5	.8794	7.21	5	.2058
142	Daughter	11.55	5	.0415	4.86	4	.3022	8.11	4	.0875
143	None	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
015	Spouses Education	18.67	9	.0281	38.07	10	.0000	22.16	10	.0143
016	Different Organizations Employeed	24.26	10	.0069	34.92	13	.0009	18.08	14	.2030
017	Long Time Any Organization	43.83	42	.3938	67.67	44	.0124	41.80	33	.1400
018	Religion	27.16	9	.0013	65.87	9	.0000	52.79	9	.0000
019	Changed Religion	0.61	2	.7382	4.95	2	.0843	1.52	1	.2171
020	Times Changed	2.25	2	.3242	2.96	3	.3973	1.06	2	.5898
021	Father Occupation	12.16	4	.0162	33.73	4	.0000	9.12	4	.0581
022	Citizen	1.51	1	.2186	3.17	1	.0751	N/A	N/A	N/A

COMPARISON OF INDIVIDUAL QUESTIONS
3 THROUGH 59 BY POPULATION

VARIABLE	EXEC/SUPER χ^2	DF	SIG	EXEC/GS 15,14,13 χ^2	DF	SIG	SUPER/GS 15,14,13 χ^2	DF	SIG
023 Organizations Member of	28.23	4	.0000	81.96	4	.0000	16.05	4	.0030
024 New Friends	13.48	4	.0091	15.63	4	.0036	3.75	4	.4403
025 People Seen Daily	2.73	4	.6034	2.72	4	.6055	3.05	4	.5492
026 Making Important Decisions	14.67	4	.0054	37.80	4	.0000	8.84	4	.0653
027 Work Related Decisions	12.22	4	.0158	14.97	4	.0048	6.01	4	.1918
028 Work Related Information	9.46	4	.0505	15.32	4	.0041	3.49	4	.4799
029 Original Idea	6.18	4	.1865	16.72	4	.0022	5.14	4	.2736
030 Rely on Initial Information	5.12	4	.2756	14.49	4	.0059	1.25	4	.8707
031 Hear About New Idea	2.79	4	.5937	4.49	4	.3444	3.13	3	.3723
032 Information Concerning Important Decision	0.98	3	.8064	1.61	3	.6583	0.79	3	.8522
033 Number of Journals	3.54	4	.4721	31.80	4	.0000	10.26	4	.0363
034 Salary Range	132.08	8	.0000	163.50	8	.0000	32.85	2	.0000
035 Lesser Salary	14.57	1	.0001	18.52	1	.0000	0.00	1	.9968
036 How Much	33.50	9	.0001	71.82	9	.0000	9.15	7	.2421
037 Why Not	2.25	4	.6900	3.95	4	.4125	0.84	4	.9336
038 Times to do Work	5.71	4	.2217	7.05	4	.1334	2.48	4	.6483
039 Time Spend at Work	16.41	4	.0025	28.44	4	.0000	2.31	4	.6789
040 Work Routine	3.19	3	.3626	2.99	3	.3934	0.85	3	.8365
041 Policy Accepted	4.64	4	.3529	3.69	4	.4494	1.18	4	.8813
042 Decision Maker	9.58	4	.0481	21.21	4	.0003	4.83	4	.3052
043 Maverick	6.39	4	.1717	1.93	4	.7478	5.04	4	.2836
044 Function at New Level	7.65	4	.1052	3.22	4	.5224	5.60	4	.2315

TABLE F-3
COMPARISON OF INDIVIDUAL QUESTIONS
3 THROUGH 59 BY POPULATION

VARIABLE	EXEC/SUPER χ^2	DF	SIG	EXEC/GS 15,14,13 χ^2	DF	SIG	SUPER/GS 15,14,13 χ^2	DF	SIG
045 Family Relations	0.09	4	.9991	6.83	4	.1452	5.85	4	.2104
046 Position You Do Not Want	17.38	4	.0016	17.43	3	.0006	7.35	4	.1185
047 Accepted Employment	13.24	4	.0102	18.85	4	.0008	16.27	4	.0027
048 Vacation	9.13	4	.0580	20.51	4	.0004	3.19	3	.3637
049 Health	1.93	4	.7491	2.66	4	.6161	1.98	3	.5765
050 Terminate Friend	N/A	N/A	N/A	1.93	3	.5876	1.09	3	.7804
051 Conflict Situation	10.27	3	.0164	3.00	4	.5577	7.57	4	.1087
052 Board Advice	10.83	4	.0286	6.52	4	.1638	5.49	4	.2403
053 Advise Friend	4.38	3	.2230	7.52	4	.1110	5.90	4	.2066
054 New Product Expansion	1.22	4	.8743	7.50	4	.1117	6.68	4	.1541
055 Tight Time	7.79	4	.0995	10.03	4	.0400	4.50	2	.1056
056 Decisions Without Facts	8.59	4	.0723	4.16	4	.3850	7.32	4	.1199
057 New Building Material	2.70	4	.6093	4.37	4	.3581	2.79	3	.4251
058 Key People Conflict	1.08	3	.7823	6.87	4	.1430	2.81	4	.5899
059 CEO Position	4.48	3	.2144	4.59	4	.3319	3.12	4	.5372

SECTION II

This section describes the analysis of all questions with respect to the expected responses based upon the authors interpretation of the management literature. Table F-4 displays the results of this analysis with the following definitions applying:

VARIABLE = Question number from test instrument

χ^2 = Chi-Square value computed for the comparison of observed responses and expected responses based upon literature

"t" = t values computed for the comparison of observed to expected responses

DF = Degrees of Freedom computed

DIFF = Indicates whether observed responses are significantly different than expected

The expected responses based upon interpretation of the literature are shown in Table F-5. Questions 23-49 expected responses are from the Leshko and Vosseteig (1975) research and questions 50-68 are based upon the authors' interpretation of the literature.

TABLE F-4
COMPARISON OF INDIVIDUAL QUESTION RESPONSES
TO MANAGEMENT LITERATURE BY POPULATION

VARIABLE	ALL χ^2	ALL DF	ALL DIFF	EXEC χ^2	EXEC DF	EXEC DIFF	SUPER χ^2	SUPER DF	SUPER DIFF	GS 15/14/13 χ^2	GS 15/14/13 DF	GS 15/14/13 DIFF
023 Original Member of	113.37	4	Yes	10.72	4	Yes	13.50	3	Yes	225.55	4	Yes
024 New Friends	138.91	3	Yes	22.36	3	Yes	39.27	2	Yes	108.32	3	Yes
025 People Seen Daily	20.15	4	Yes	10.01	4	Yes	2.11	3	No	12.27	4	Yes
026 Making Important Decisions	387.16	3	Yes	188.97	3	Yes	52.60	2	Yes	107.29	3	Yes
027 Work Related Development	48.52	4	Yes	4.25	3	No	15.69	2	Yes	44.69	3	Yes
028 Work Related Information	498.07	4	Yes	171.01	3	Yes	90.01	3	Yes	209.90	3	Yes
029 Original Idea	101.28	4	Yes	12.92	3	Yes	23.84	3	Yes	88.48	3	Yes
030 Rely On Initial Information	32.21	3	Yes	21.01	3	Yes	2.72	2	No	15.49	3	Yes
031 Hear About New Idea	53.53	4	Yes	23.95	3	Yes	5.50	3	No	28.67	3	Yes
032 Information Concerning Important Decision	92.46	3	Yes	39.13	3	Yes	15.23	2	Yes	30.31	2	Yes
033 Number of Journals	191.74	3	Yes	12.13	3	Yes	19.08	2	Yes	232.70	3	Yes
037 Why Not	39.53	4	Yes	11.62	2	Yes	6.70	2	Yes	22.46	3	Yes
038 Time To Do Work	515.10	4	Yes	82.35	3	Yes	10.82	2	Yes	136.18	3	Yes
039 Time You Spend	172.02	4	Yes	29.31	3	Yes	57.70	2	Yes	112.81	3	Yes
040 Work Routine	14.21	2	Yes	1.80	2	No	3.39	1	No	9.02	2	Yes
041 Policy is Accepted	23.35	4	Yes	12.60	4	Yes	7.73	3	No	7.85	4	No
042 Decision Maker	33.12	4	Yes	8.68	4	No	14.59	3	Yes	30.94	4	Yes
043 Maverick	54.13	3	Yes	34.39	3	Yes	7.70	2	Yes	19.08	3	Yes
044 Function at New Level	202.10	4	Yes	82.54	3	Yes	29.25	3	Yes	106.11	4	Yes
045 Family Relations	11.52	4	Yes	8.22	4	No	4.92	3	No	8.14	4	No
046 Position You Don't Want	86.83	4	Yes	74.94	3	Yes	9.85	2	Yes	17.30	3	Yes

COMPARISON OF INDIVIDUAL QUESTION RESPONSES
TO MANAGEMENT LITERATURE BY POPULATION

	VARIABLE	ALL χ^2	ALL DF	ALL DIFF	EXEC χ^2	EXEC DF	EXEC DIFF	SUPER χ^2	SUPER DF	SUPER DIFF	GS 15/14/13 χ^2	GS 15/14/13 DF	GS 15/14/13 DIFF
047	Accepted Employee	113.83	4	Yes	14.49	4	Yes	40.86	3	Yes	79.77	4	Yes
048	Vacation	93.05	4	Yes	28.59	4	Yes	20.55	3	Yes	54.01	3	Yes
049	Health	30.00	4	Yes	10.55	4	Yes	6.94	3	No	2.83	3	No
050	Terminate Friend	116.73	4	Yes	34.94	2	Yes	19.61	2	Yes	62.61	3	Yes
051	Conflict Situation	57.06	3	Yes	1.81	2	No	13.43	2	Yes	27.65	3	Yes
052	Board Advice	353.35	3	Yes	108.72	2	Yes	16.82	2	Yes	213.56	3	Yes
053	Advise Friend	44.66	4	Yes	9.82	3	Yes	0.85	2	No	23.49	3	Yes
054	New Product Experiment	42.69	3	Yes	14.96	3	Yes	0.30	1	No	14.20	3	Yes
055	Tight Time	201.58	3	Yes	40.43	3	Yes	43.82	3	Yes	126.34	3	Yes
056	Decision Without Facts	43.78	4	Yes	18.62	2	Yes	0.09	2	No	32.75	3	Yes
057	New Building Material	134.43	3	Yes	44.88	2	Yes	10.67	1	Yes	76.27	2	Yes
058	Key People Conflict	27.93	4	Yes	14.52	3	Yes	0.65	2	No	14.86	3	Yes
059	CEO Position	166.38	4	Yes	43.15	3	Yes	8.32	2	Yes	113.37	3	Yes

	VARIABLE	ALL "t"	ALL DF	ALL DIFF	EXEC "t"	EXEC DF	EXEC DIFF	SUPER "t"	SUPER DF	SUPER DIFF	GS 15/14/13 "t"	GS 15/14/13 DF	GS 15/14/13 DIFF
060	Power 1	-9.516	416	Yes	-5.360	263	Yes	-6.467	239	Yes	-7.749	328	Yes
062	Power 3	.531	412	No	-0.304	259	No	1.168	237	No	.458	326	No
063	Power 4	-9.585	418	Yes	-3.772	264	Yes	-6.468	240	Yes	-8.988	330	Yes
064	Power 5	-1.138	416	Yes	-0.269	263	No	-0.033	238	No	-1.511	329	No
065	Power 6	1.469	414	Yes	-0.204	262	No	1.467	238	No	1.622	326	No
066	Power 7	-0.913	418	Yes	-1.845	264	No	-0.703	240	No	0.137	330	No
067	Power 8	-4.565	416	No	-2.897	263	Yes	-2.707	240	Yes	-3.897	329	Yes

TABLE F-5
LITERATURE EXPECTED RESPONSES
BY
APPLICABLE QUESTION NUMBER

Question 23

R	L.E.%
A	5
B	33
C	30
D	17
E	15

Question 24

R	L.E.%
A	1
B	4
C	20
D	35
E	40

Question 25

R	L.E.%
A	6
B	31
C	35
D	13
E	15

Question 26

R	L.E.%
A	20
B	65
C	5
D+E	10

Question 27

R	L.E.%
A	35
B	32
C	28
D	3
E	2

Question 28

R	L.E.%
A	10
B	8
C	50
D	30
E	2

Question 29

R	L.E.%
A	2
B	8
C	25
D	35
E	30

Question 30

R	L.E.%
A	4
B	1
C	40
D	35
E	20

Question 31

R	L.E.%
A	10
B	8
C	50
D	30
E	2

Question 32

R	L.E.%
A+D	3
B	45
C	12
E	40

Question 33

R	L.E.%
A	1
B	5
C	24
D	30
E	40

Question 37

R	L.E.%
A	5
B	30
C	45
D	10
E	10

Question 38

R	L.E.%
A	27
B	45
C	23
D	3
E	2

Question 39

R	L.E.%
A	20
B	35
C	2
D	40
E	3

Question 40

R	L.E.%
A	60
B	33
C+D+E	7

Question 41

R	L.E.%
A	5
B	30
C	50
D	10
E	5

Question 42

R	L.E.%
A	10
B	5
C	60
D	5
E	20

Question 43

R	L.E.%
A+E	5
B	10
C	50
D	35

Question 44

R	L.E.%
A	5
B	5
C	25
D	55
E	10

Question 45

R	L.E.%
A	40
B	20
C	25
D	5
E	10

Question 46

R	L.E.%
A	5
B	2
C	53
D	30
E	10

Question 47

R	L.E.%
A	15
B	15
C	45
D	20
E	5

Question 48

R	L.E.%
A	10
B	20
C	30
D	35
E	5

Question 49

R	L.E.%
A	5
B	55
C	20
D	10
E	10

Question 50

R	L.E.%
A	20
B	4
C	3
D	11
E	62

Question 51

R	L.E.%
A	26
B	2
C	38
D	4
E	30

Question 52

R	L.E.%
A	30
B	49
C	15
D	5
E	1

Question 53

R	L.E.%
A	14
B	15
C	26
D	42
E	3

Question 54

R	L.E.%
A	7
B	5
C	1
D	61
E	26

Question 55

R	L.E.%
A	20
B	26
C	2
D	20
E	32

Question 56

R	L.E.%
A	3
B	4
C	15
D	49
E	29

Question 57

R	L.E.%
A	55
B	32
C	9
D	1
E	3

Question 58

R	L.E.%
A	11
B	4
C	38
D	9
E	38

Question 59

R	L.E.%
A	20
B	4
C	15
D	12
E	49

Question 60

R	L.E.%
A	32
B	68

Question 62

R	L.E.%
A	68
B	32

Question 63

R	L.E.%
A	32
B	68

Question 64

R	L.E.%
A	32
B	68

Question 65

R	L.E.%
A	68
B	32

Question 66

R	L.E.%
A	68
B	32

Question 67

R	L.E.%
A	32
B	68

SECTION III

The following table describes the grouping of questions and their responses in the measurement of each capacity indicator.

TABLE F-6

CAPACITY INDICATOR MEASUREMENT
BY QUESTION NUMBER

Capacity Indicator	Question Numbers
Decision Making Capability	26, 41, 42, 43, 44
Innovativeness	27, 28, 29, 30, 31
Ability to Manage Time	38, 39, 40
Communicative Ability	23, 24, 25, 32, 33
Mobility	9, 16, 17, 19, 20, 21, 47
Psyche, Ego, Status	34, 35, 36, 37, 46
Health	49
Job Security	48
Rewarding Family and Social Life	12, 13, 45
Misc/Biographical	3, 4, 5, 6, 7, 8, 10, 11, 14, 15, 18, 22
Ability Under Stress	50, 55, 59
Reaction to Conflict	51, 52, 58
Courage to Commit Resources	53, 54, 57
Intuition	56
Desire for Power	60, 62, 63, 64, 65, 66, 67

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